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OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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AFTER VICTORY—WHAT?

AS we write, London throbs to the roar of bombers—Allied bombers; Russian tanks are in the heart of Berlin; and avenging columns close on Hitler's eyrie. Whether it comes before these words are read, or whether it is delayed a few weeks more, the Peace which, for the past five and a half years, has seemed, like the rainbow, to recede as we approached it, is here at last. Not the final peace. We still (though V-Day junketers seem to have forgotten it) have to liberate China, to reconquer Malaya, to purge the Pacific, and to defeat Japan's 130 millions. But peace at home. And that means, not a holiday (well-earned as it is), but a start on those peacetime tasks which, for local government, are likely to prove even more arduous than the tasks of war.

Housing, education, the new health service, water supply, huge arrears to be overcome in roadmaking, the repair of war's ravages—the list is enough to daunt a Ulysses. Clearly, this is no time for intemperate flag-waving or for slippered ease. For the local government service victory brings no relaxation. The work will go on, its tempo quickening rather than slackening, fresh problems crowding upon the old.

Future of the L.G.O.

For NALGO, too, there can be no letting up. The Association, which some feared in 1939 to be in danger of a falling back comparable with that of 1914-18 (when membership dropped by nearly half), has done a fine job in the past five years. War service pay for practically every member in the Forces; six revisions of the war bonus, generally accepted by local authorities; reconstitution of joint negotiating machinery on a comprehensive basis; a national charter of salaries and service conditions in sight; comprehensive schemes for resettlement of all members discharged from the Forces; strengthening of educational facilities and the public relations campaign; maintenance at full pitch of all the ancillaries; a record reserve for the Benevolent Fund; membership up by nearly 30,000; and national influence immeasurably expanded: these are no mean achievements. But we cannot rest on them.

To mention one urgent problem only, what is to be the economic status of the local government service after the war? It is low enough today, for the rank and file—much too low by comparison with other clerical and technical workers, civil servants, and the like. The National Whitley Council is now considering a national scale of salaries designed for the first time to take remuneration out of the atmosphere of the parish pump and give a square deal to every officer earning up to £700, irrespective of the rateable value of his employing authority or the economic outlook of its members. Will the design be realised—or will the result be no more than a subsistence minimum?

That will depend very largely on the far-sightedness and breadth of vision of the employers' representatives on the National Council. Do they want to make of the local government service a highly qualified and fully efficient instrument of administration,

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able to command the best brains and the highest abilities available; or will they put the ratepayer's pocket before his welfare? We do not know—but we trust that the employers' side will take the long view.

Industrial Earnings

In that connection it is relevant to consider national earnings generally. The latest Ministry of Labour survey of earnings shows that the wartime rise has come to a halt. That was to be expected, for much of it was the result of long hours and other causes unlikely to continue. The return to peace must, therefore, involve a drastic fall in industrial earnings, from the average level of 82 per cent above the pre-war figure they had reached. It is basic wage rates which will determine the size of the pay packet after the war, and these, in industry, have risen not by 82 but by 35 per cent.

This is not much above the rise in the cost of living as measured by the Ministry of Labour index. But, as we have pointed out before, that index does not measure the real rise in the cost of living. A more accurate measure is the Treasury index of retail prices, which shows a rise of 50 per cent. And there seems little prospect of a fall in retail prices for some years to come; on the contrary, with a rising demand for consumption goods and a long-continuing shortage of shipping and supplies, prices may rise higher yet.

In the local government service, moreover, as its members well know, basic earnings have not increased to anything like the extent they have in industry. The only general change has been the war bonus, and this means little enough—23 per cent for the man with a basic salary of £5 a week, less than 8 per cent for the man with a basic salary of £750 a year. Without a substantial all-round improvement in basic salary rates, therefore, the local government officer is faced with the prospect, for some years to come, of a standard of living a good deal lower than it was before the war; and that was too low for many.

Mr Bevin's Advice.

"Nothing promotes efficiency more than a steady pressure for wages on organised industry," Mr. Bevin told the House of Commons last year. To those who will argue that such pressure might endanger national economic stability, last year's Budget White Paper gave a convincing answer (we write before the publication of this year's White Paper, which may well strengthen the answer). It showed that, while the share of the national income received by the salary earner rose between 1938 and 1943 by only 24 per cent, profits increased by 65 per cent. Total income received in rent, interest and profits is more than double the total paid in salaries and rather more than half what is paid in salaries, wages, and pay and allowances for the Forces combined. There is therefore a good margin of extra profit above pre-war levels which could be used to improve salary standards—and without taking account of any post-war increase in productivity from a better-planned national economy.

The nation needs a better local government service. The nation can afford to pay for it. It is, therefore, the duty of the local authorities to provide it, and to pay its members the salaries their work justifies.

Scientific Recruitment

BETTER salaries, of course, are only one step towards a better service. They will attract the better type of candidate, but they cannot select or train him. Post-entry training is now under vigorous discussion, nationally and locally, but so far methods of selection appear to have been ignored. An interesting project in this connection is the decision of the Civil Service Commissioners to experiment with some of the devices for assessing "aptitude" employed by War Office Selection Boards. While little has been published about these devices, it is generally known that they include questionnaires, relating to training, duties performed, education, and private hobbies, supplemented by a note on medical and family history; a variety of intelligence tests; and further psychological tests—applied in the course of a short stay in a country house where the candidates' qualities are under constant observation—intended to reveal "personality."

Whether such a system could be fruitfully adapted to the local government service it is not, of course, possible to say without more knowledge, and the experiment in the civil service will be watched with interest. It would not, of course, replace written examinations and interviews, but would supplement them. The

idea certainly has its possibilities, particularly in discovering that "administrative ability" which is so much required, so hard to find, and so difficult to measure by the more usual methods of assessment.

Even were such a system to prove useful in sifting new recruits to the service, its value in selecting candidates for promotion is more doubtful. Such candidates are already known to their employers and such difficulties as arise in picking the most suitable are usually due to the fact that all are not equally well known to those responsible for making the selection. Here the solution lies—as the Hadow Committee remarked—in a proper system of records and possibly of efficiency ratings, so that the known achievements and the potentialities of each candidate might be assessed with some degree of accuracy.

International Government

THE current moves to construct permanent and effective machinery for regulating intercourse between the nations and avoiding recourse to war are of fundamental importance to all of us; but there are aspects which are of special concern to those who, like local government officers, are interested in problems of administration. Some of these were discussed at the recent conference at Chatham House under the auspices of the Institute of Public Administration and the Royal Institute of International Affairs.

One problem discussed was whether the most effective way of building up international organization was through a series of functional bodies (like the Universal Postal Union or the International Labour Office) or by a single comprehensive body suitably departmentalised for its several activities. In favour of the piecemeal, functional approach some speakers used the analogy of the growth of English government through local or specialised units which were ultimately co-ordinated by the central power. But all agreed that central and political control was essential, whatever *ad hoc* bodies might be desirable for particular duties.

The desirability of greater mobility, within the different sections of the service, between one local authority and another and between the local government service, the civil service, and such public corporations as the B.B.C., particularly in the early years of service, is now widely recognised. The demand for it is likely to be strengthened with the return of men and women who, in the Forces or in war industry, have had an opportunity to taste other forms of activity and to discover, perhaps, more congenial outlets for their abilities than those they possessed before they were called up. Such interchange is recognised as a means of promoting elasticity of mind as well as of acquiring experience.

Service Overseas

But, as economic and political life spreads ever more across frontiers, and the need for international agencies becomes greater, could the principle be pushed further and applied internationally? The international agencies must be staffed by a service with training and aptitudes of its own, but they must have their roots in the life and administration of the several countries supplying them. What better means could be found of ensuring this than by detaching national and local officials from time to time for periods of service at Geneva or whatever place becomes the international headquarters of the future?

We know that British public officials have a training and experience which could be readily applied to the needs of an international organization; and that experts like doctors, engineers, or statisticians with experience of British government could contribute something of value to an international civil service and bring back with them some useful contribution to their home employment when their period of secondment was at an end. The release of some local government officers and civil servants for service with UNRRA is a beginning. It is good news that these and similar problems are to be discussed further by the two institutes.

Checking the Road Toll

DR. JOAD is not alone in regarding with a good deal of trepidation the resumption of ordinary motoring. Even during the war, when the volume of road traffic has fallen substantially, the number of casualties on the roads has exceeded the number caused by enemy bombing—against which we set up the whole costly organization of fighters, guns, balloons, and civil defence. Today, many thousands more can drive motor vehicles and, unless drastic preventive action is taken in advance, the toll of death and injury is likely to rise to a terrifying level as soon as they have the opportunity to do so.

The Committee on Road Safety set up by the Ministry of War Transport has dealt with many of the problems in an interim report, and its recommendations will, if adopted, put a new responsibility on local authorities. Commenting on them, a correspondent with long experience of road problems, points out that, while the committee lays down no precise directions on the composition of local safety organisations, its proposal that grants from national funds should be made only to local authorities, restricted generally to expenditure incurred and on estimates submitted by them, indicates the committee's belief that local authorities should exercise a large measure of control of these local organizations.

So many factors enter into road accidents that the personnel of these local safety organizations should be drawn from a wide range of public-spirited people. For this reason it seems desirable that, unless a local safe organization is already working efficiently and harmoniously, the initiative in setting one should be taken by the local authority, which should be represented on it by members, and also by officers of departments concerned. The Royal Society for the Prevention of Accidents, which has done so much on a voluntary basis, can also be of inestimable value, both for its experience and the mass of statistics which it has available, and also for the propaganda material which it has already published. It is expected that this activity of the Society will continue in collaboration with the Ministry of War Transport. Other interested bodies will also have a place in the organization.

In view of the close relationship between road safety measures and the ordinary activities of a local authority, many will no doubt feel that the local safety organization should be regarded as an official committee of the council. If this point of view were accepted the officers concerned would deal with road safety as part of their duties, their staffs would be available, the administration would be dealt with officially, and approved expenditure on administration would rank for grant.

Local government has tackled many unusual tasks during the last six years. Here is a new way—like many of the war-time duties, concerned with the saving of life—in which local government might give service to the community.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression with the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the Association's considered policy.

Joint Buying Has Its Drawbacks, Too

By L. ANCLIFFE, Stock Audit Clerk, Transport Department, Sheffield

THREE writers in the March LOCAL GOVERNMENT SERVICE painted a glowing picture of the blessings of a central purchasing department for local authorities, but none mentioned its drawbacks, and I think that, in fairness to your readers, the case against should be stated.

First, would such a system provide "Better goods for less money," as Mr. Carney puts it? I think not. Granted that, by buying in bulk, articles may be obtained at a cheaper rate, but against this must be set the cost of additional staff and premises needed to operate a central purchasing organization—plus, possibly, further staff and premises for a central stores and an accounts section for the department.

Moreover, the department or small authority drawing its supplies from the central purchasing authority would still need an order clerk. Thus, whatever money was saved by bulk purchases would, to some extent, be offset by the expense of running the central purchasing organization.

Second, the system is likely to cause delay in obtaining articles in urgent demand. It is easier to obtain goods from firms direct than to have to deal with an intermediate organization. This applies especially to engineering supplies. Where buying is done direct, co-ordination between the engineering staff and the purchasing officer, for example in drawing up specifications or in settling technical points raised by suppliers, is simple, since there is ready contact between them. But where buying had to be done through a central department, these points would involve correspondence, and consequent delay.

Third, the laying down of standards for the various types of goods needed by local authorities, claimed by Mr. Carney as a further advantage of central buying, presents the cutting out of the enterprising purchasing officer of a department or small authority who is far-sighted enough to see a demand that is likely to arise, and is not afraid of planning for the various supplies that are required.

We are, we hope, entering on a new world when this war is over, with new developments arising in every field of endeavour, and the last thing we should do is to tie down the various departments and authorities to out-of-date standards. There is no doubt that after the war we shall see these standards being constantly improved. The strength of a chain is governed by its weakest link, and wherever you get a collection of departments or local authorities, the central purchasing officer will have to be guided by those with the least progressive ideas, or try to convert them to reach the standard of the most go-ahead. Moreover, goods suitable for use in the south of England are not necessarily suitable for the north, and vice-versa, and conditions vary in localities adjacent to one another.

Change to a new system is not good simply because it is new, and the merits and demerits of the change should be carefully considered before it is made. To summarise, I suggest that the following points should be carefully considered:

1. Would the saving on bulk purchases outweigh the cost of additional staff and premises necessary under joint buying?
2. Would we really obtain a better class of goods for less money?
3. Would joint buying secure better service for the individual department or authority than obtains under the system of direct buying?

I hope I have said enough to show that deep investigation is needed before deciding that joint buying is the best system to suit all departments and all local authorities. Undoubtedly it is advantageous for some classes of materials, but I contend that one cannot generalise to the extent of saying that "joint buying is a post-war necessity."

Amendments to the Conference Agenda

WITH the receipt of amendments to the notices of motion published in last month's journal, the agenda for N A L G O's Annual Conference, to be held at the Winter Gardens, Blackpool, on Tuesday, Wednesday, and Thursday, June **12**, **13**, and **14**, is now complete.

The amendments are published below, together with the notices of motion to which they refer (notices of motion to which no amendment has been received have not been reprinted). The agenda, however, is still subject to co-ordination and consolidation by the agenda committee. Copies of the final agenda will be sent to delegates not later than May **28**.

. Annual Report of the National Executive Council.

Paragraph 16 [reporting on amendments which the N.E.C. will seek to obtain to the local Government Superannuation Acts, 1927 and 1929].

Amendment by the Hastings branch.

That this Conference expresses its general approval of the report of the Council on the question of superannuation, but in view of the problems of reinstatement and rehabilitation of members demobilized from H.M. Forces (problems which are likely to become urgent at no distant date), urges the National Executive Council to endeavour to promote immediately and without waiting for the introduction of a Government or Private Member's Bill in Parliament, the necessary legislation to provide for the right to retire on superannuation :—

(a) on attaining the age of 60 *years irrespective of years of service ; or*

(b) on completing 40 *years' service before attaining the age of* 60 *years.*

Paragraph 31 [reporting on the work of the National Whitley Council and the charter of salaries and service conditions now under consideration by that Council].

Amendment by the Southern district committee.

That the National Executive Council seek the assistance of the National Joint Council to take all steps to remove any statutory or other special disabilities which disqualify local government officers from being candidates for election to Parliament [e.g. Local Government Act, 1888, *s.* 83 (13)].

Amendment by the Fulham branch.

That this Conference instructs the National Executive Council to circulate the proposed charter to all branches so that the Association's negotiators may have the benefit of the views and criticisms of the members on this subject.

Paragraph 65 [reporting on the adoption by the National Whitley Council of the sixth war bonus award].

Amendment by the Fulham branch.

That this Conference, whilst appreciating the continuing efforts made by the Association towards increasing the war bonus, feels that the amount of this bonus in no way reflects the true increase in the cost of living and directs the National Executive Council to do all in its power to :—

(a) secure a substantial increase in the amount of the bonus in the near future ; and

(b) secure that the calculation of the cost of living index shall be based on to-day's social conditions rather than on those obtaining in 1914.

11. Equal Cost of Living Bonus for Men and Women.

Notice of Motion by the Hull and district branch.

That this Conference makes strong protest at the sex differentiation shown in the recent cost of living awards, such differentiation being contrary to the Association's policy as declared at the 1943 Conference.

Amendment by the Smethwick branch.

Delete all words after the word "awards" in line 3 *and substitute "and instructs the National Executive Council to endeavour to obtain equal basic rates of bonus for male and female officers, plus allowances in respect of dependent children of such officers."*

Amendment by the Acton branch.

That this Conference reaffirms its support of the principle of equal bonus for men and women, recognizes the efforts made through Whitley machinery in pursuance thereof, and requests the N A L G O members on the National Joint Council to press for its early adoption.

12. Cost of Living Bonus.

Notice of Motion by the Reading and district branch.

That as it would appear to be in the joint interests of members of the National Association of Local Government Officers, the National Union of Teachers, and the civil servants, to receive a cost-of-living bonus at a standard rate applicable from the same date, this Conference requests the National Executive Council to explore the matter forthwith in consultation with the other national bodies concerned.

Amendment by the Scottish district committee and the Glasgow branch.

After the word "Teachers" in line 4, *insert "the Educational Institute of Scotland."*

13. Subscriptions.

Notice of Motion by the National Executive Council.

(*a*) That all subscriptions (other than those payable by members on war service) be increased by 33⅓ per cent. as from November 1, 1945.

(*b*) That the percentage of the total amount collected in subscriptions during each year to be retained by branches shall be as follows :

(i) County branches when recommended by the district committee for their area and approved by the National Executive Council —35 per cent., instead of 40 per cent.

(ii) Other branches—30 per cent. instead of 35 per cent.

(*c*) That the necessary alterations be made in Rule 9 of the Rules of the Association to give effect to the foregoing recommendations.

(*d*) That the powers of the Council to make additional grants to branches under paragraph (iii) of clause (*d*) of Rule 9 and to district committees under clause (*b*) of Rule 17 be retained.

Note.—In the event of the foregoing notice of motion being adopted by Conference, the following notice of motion by the National Executive Council will be submitted :

That Rule 9 be amended as follows :

Para (a) line 5, delete "Not exceeding £52 p.a. . . . 5d. per month" ; line 6, delete "exceeding £52, but" ; delete "10d." and substitute "1s. 1d." ; line 7, delete "1s. 3d." and substitute "1s. 8d." ; line 8, delete "1s. 8d." and substitute "2s. 2d." ; line 9, delete "2s. 1d." and substitute "2s. 9d." ; line 10, delete "2s. 6d." and substitute "3s. 4d."

Para (b), delete "5s. 0d." and substitute "6s. 8d."

Para (d), line 4, delete "40" and substitute "35" ; line 6, delete "35" and substitute "30."

Amendment by the Manchester branch.

That consideration of the question of increased subscriptions be deferred until fuller information has been made available to all branches.

Amendment by the Southwark branch.

That the proposed scales be amended by providing a subscription of 6*d. per month on salaries not exceeding* £52 *per annum.*

Amendment by the South Eastern district committee, Hull and Kent county branch.

That the proposed increases in subscriptions shall not apply to the subscriptions payable by retired members of the Association.

Amendment by the West Ham branch.

Insert between paragraphs (b) and (c) :

"That out of the balance of the increased subscriptions, the sum of 3*s. a member shall be allocated annually to the Benevolent and Orphan Fund."*

Amendment by the West Midland district committee, the Scottish district committee and the Coulsdon and Purley, East Barnet, Glasgow, Luton, and Smethwick branches.

Delete the words "33⅓ per cent." in line 3, *and substitute "20 per cent."*

Amendment by the East Ham branch.

Delete the words "33⅓ per cent." in line 3 *and substitute "10 per cent."*

Amendment by the Derby branch.

Delete paragraph (a) and substitute :

(a) That all subscriptions (other than those payable by members on war service) be increased as from 1st November, 1945, *as follows :*

Salary and Bonus (*p.a.*)	Subscription (*p.m.*)
Not exceeding £120	1*s.* 0*d.*
£120 *but not exceeding* £260	1*s.* 6*d.*
£260 " " £350	2*s.* 1*d.*
£350 " " £450	2*s.* 7*d.*
Exceeding £450	3*s.* 1*d.*
Retired members	6*s.* 3*d.* (*p.a.*)

Amendment by the Heston and Isleworth branch.

(*a*) *That the scale of subscriptions from 1st November,* 1945, *be as follows :*

Salary (*p.a.*)	Subscription (*p.m.*)	Salary (*p.a.*)	Subscription (*p.m.*)
Up to £100	1*s.*	£401—£500	3*s.*
£101—£200	1*s.* 6*d.*	£501—£750	3*s.* 6*d.*
£201—£300	2*s.*	£751—£1000	4*s.*
£301—£400	2*s.* 6*d.*	*Over* £1000	5*s.*

Retired members receiving superannuation allowance up to and not exceeding £300 *per annum,* 5*s. per annum ; over* £300, 10*s. per annum.*

Amendment by the North Western and North Wales, South Wales and Monmouthshire, and Scottish district committees, the East Ham, Glasgow, and Swindon branches.

Delete the words "35 per cent. instead of" in paragraph (b) (i).

Delete the words "30 per cent. instead of" in paragraph (b) (ii).

Amendment by the Manchester branch.

That in view of the increasing duties and responsibilities of branches, no alteration be made in the percentage of subscriptions to be retained by branches during 1945-46.

Amendment by the Coulsdon and Purley branch.

Delete the words "35 per cent." in paragraph (b) (i). and substitute "37½ per cent."

Amendment by the Heston and Isleworth and Southwark branches.

That the percentage of the total amount collected in subscriptions during each year to be retained by all branches shall be 30 *per cent.*

Amendment by the Edinburgh branch.

Delete the words "30 per cent. instead of" in paragraph (b) (ii).

Amendment by the Coulsdon and Purley and East Barnet branches.

Delete the words "30 per cent." in paragraph (b) (ii) and substitute "33⅓ per cent."

Amendment by the Southwark branch.

Delete the words "30 per cent" in paragraph (b) (ii) and substitute "25 per cent."

Amendment by the Wanstead and Woodford branch.

That the present request of the National Executive Council for additional income for the essential work of the Association be met only by reducing as follows the percentage of subscriptions to be retained by branches :

(a) County branches when recommended by the district committee for their area and approved by the National Executive Council—from 40 *per cent. to* 25 *per cent.*

(b) Other branches—from 35 *per cent. to* 20 *per cent.*

And that the necessary alterations be made in Rule 9 *of the Association's Rules to give effect to the foregoing.*

Amendment by the Eastern district committee.

That it shall be incumbent upon the National Executive Council to provide branches with a schedule of posts and classes of officer of boards and authorities from whom subscriptions can be collected upon membership of N A L G O.

14. Subscriptions of Members on War Service.

Notice of Motion by the National Executive Council.

That as from November 1, 1945, members of the Association who are on war service, as defined in Section 14 of the Local Government Staffs (War Service) Act, 1939, shall not be required to pay any subscriptions to the Association but they shall continue to be members for all purposes.

Amendment by the Luton and North Riding branches.

Delete "1945" in line 1 *and substitute "1944."*

CONFERENCE DATES

May 8—Voting papers for the elections of honorary officers and the N.E.C. to be received by the district officer by 5 p.m.

May 28—Final Conference agenda to be sent to representatives. Last date for notification of division of voting strength.

June 11—Meeting of branch Public Relations Officers (2 p.m.) and Education Correspondents (4 p.m.). Civic Reception and Dance (7.30 p.m.).

June 12-14—Conference at Winter Gardens, Blackpool.

June 15—Annual meetings of ancillaries (see page 325)

Amendment by the South Eastern district committee and the Inglewood branch.

That the decision of the Conference relating to the subscription of members of the Association who are on war service as defined by Sec. 14 of the Local Government Staffs (War Service) Act, 1939, shall also apply to members directed to any form of national service.

Amendment by the Coulsdon and Purley branch.

Delete all words after the word "pay" in line 5 and substitute "the full subscription based on the salary on which superannuation contributions are calculated."

17. National Insurance, Assistance, and Health Services—Transfer of Local Government Staffs.

Notice of Motion by the Sheffield branch.

That Conference reminds the Government of their responsibility in the matter of safeguarding the interests of the local government staffs concerned who will be affected by the introduction of the national insurance, assistance, and health services; and demands that such staffs are transferred to the new services; with the reservation that those officers who do not desire to be transferred and thereby lose their office by reason of the introduction of the new services, shall receive compensation for such loss of office.

Amendment by the Bexley and Wanstead and Woodford branches.

Delete all words after the word "services" in line 6.

Amendment by the Brighton Branch.

After the word "services" in line 6, intert: "on comparable salary and service conditions."

Delete all words after "who" in line 8 and substitute: "lose their office by reason of the introduction of the new services, or do not desire to be transferred, shall receive compensation for such loss of office."

Amendment by the Berkshire county branch.

At the end of the motion add: "on terms not less favourable than the Eighth Schedule of the Local Government Act, 1933."

Amendment by the Heston and Isleworth branch.

At the end of the motion add: "that the National Executive Council be instructed to watch carefully the interests of all members who are likely to be affected by the transfer of any services from existing local authorities."

Amendment by the Oldham branch.

Delete the words "for such loss of office" in lines 11 and 12 and substitute: "on the following basis viz.: an allowance equal to the pension to which the officer would have been entitled had he continued in employment at the salary at the time of the loss of office to the age of 65 years. Sixtieths for these added years to be compulsory."

18. Affiliation to the Trades Union Congress.

Notice of Motion by the National Executive Council.

That this Conference is of opinion that consideration of the question of affiliation of the Association to the Trades Union Congress should be deferred.

Amendment by the Acton branch.

That this Conference is of opinion that the Association should not affiliate to the Trades Union Congress.

19. *Notice of Motion by the East Midland and South Wales and Monmouthshire district committees.*

That this Conference instructs the National Executive Council forthwith to make application to the Trades Union Congress for affiliation.

Amendment by the Berkshire county branch.

At the end of the motion add: "but, recognizing that a substantial number of members voted against affiliation on political grounds and that some of the members who did not vote may hold similar views and such members may not be prepared to continue in membership, instructs the National Executive Council to prepare for approval at the next annual Conference a scheme whereby (1) a just proportion of the Association's assets can be transferred to any new bona fide organization formed within twelve months of this Conference which the National Executive Council may recognize represents the seceding members provided that it shall be a condition that such new organization shall be and continue unaffiliated and non-political (2) the seceding members may retain their rights and privileges in N A L G O ancillaries and that local government officials joining any such organization in the future may also join such ancillaries. And that failing a satisfactory settlement, the ancillaries be wound up and the assets distributed amongst the members entitled thereto."

24. Ballot of Members.

Notice of Motion by the South Wales and Monmouthshire district committee.

That the Rules of the Association be amended to provide:—

(*a*) that it shall be competent for Conference to order a ballot of the members to be taken; and

(*b*) that the result of any such ballot of members shall be conclusive and binding.

Amendment by the Edinburgh and West Ham branches.

At the end of the motion add: "if two-thirds or more of the total number of votes cast are in avour of the proposition."

Amendment by the Isle of Ely branch.

At the end of the motion add: "provided that there shall have voted in favour of the proposition which is the subject matter of the ballot not less than

(i) 50 per cent. of the total membership of the Association; or

(ii) two-thirds of the total number of members voting, whichever number is the greater.

Amendment by the Leicestershire branch.

At the end of the motion add: "provided that there is a majority of the whole of the members of the Association in favour of the motion."

26. *Notice of Motion by the Weston-super-Mare branch.*

That the National Executive Council be instructed to bring forward for consideration at the next annual Conference proposals to amend the Rules of the Association in order to achieve the following purposes:—

To provide for the holding of a referendum or ballot of the whole of the members of the Association on any question which may fall to be decided by or on behalf of the Association;

That the referendum or ballot be held only if so decided by the Association in annual Conference, or any special Conference or general Conference, whether called specially for the purpose or not;

That the result of the majority of votes cast in the referendum or ballot be binding on the Association.

Amendment by the Gateshead branch.

Delete the last paragraph and substitute: "That the result in the referendum or ballot shall be binding on the Association only in the event of a two-thirds majority of the votes cast being obtained."

27. Superannuation.

Notice of Motion by the Surrey branch.

That the National Executive Council be instructed to take steps, when opportunity offers, to ensure that in the case of voluntary resignation from the service, interest is payable on superannuation contributions.

Amendment by the Darlaston branch.

That having regard to the unfortunate position of many officers either superannuated or shortly due for superannuation, and who have many years of non-contributory service—that the superannuation funds be conserved as far as possible, and that the payment of interest on contributions be waived for the time being in favour of this more pressing need of establishing the payment of 60th's instead of 120th's for non-contributory years—and further that this Conference instructs the National Executive Council to seek such amendments to the Local Government Superannuation Act as will secure for all superannuated officers a pension based on 60th's for all years of service—contributory and non-contributory, and so remove those anomalies which exist at present of figures for non-contributory service varying between 120th's and 60th's (at the discretion of the local authority concerned) and thus establishing a reasonable pension as a right instead of a privilege.

Amendment by the Hertfordshire branch.

That the National Executive Council be instructed to take immediate steps to promote a Bill to amend the Local Government Superannuation Acts, 1937 and 1939, since the precedent is established by Parliament, in that they have dealt recently with teachers.

That the amendments referred to in the N.E.C. report be pressed for adoption and that in all cases of voluntary resignation from the service, interest shall be payable on superannuation contributions.

29. *Notice of Motion by the Wandsworth branch.*

That the National Executive Council be instructed to consider and secure, at the earliest possible moment, an amendment to the Local Government Superannuation Act, 1937, providing for the payment to an officer whose service with a local authority is terminated by reason of resignation, death, or any other cause than for misconduct, of a pension or lump sum payment based on the transfer value liability of which the superannuation fund is relieved by such termination of service, and to take steps to secure the application of similar provisions to Local Act authorities.

Amendment by the Wanstead and Woodford branch.

That the motion be amended to limit its application to payments following the death of an officer.

Amendment by the West Cornwall branch.

After the words "payment to" in line 5, insert: "the dependant of."

Delete the word "resignation" in line 7.

Delete the words "or any other cause than for misconduct" in lines 7 and 8.

34. Salary Scales and Conditions of Service.

Notice of Motion by the Abertillery branch.

That this Conference registers its strong dissatisfaction with prevailing levels of remuneration in the local government service; particularly inasmuch as local government officers have played such a vital role in maintaining government in war-time, and will have even greater responsibilites in the period of post-war reconstruction; further that they are the only body of State servants without nationally agreed scales; and therefore requests the National Executive Council to press on with urgency the tasks of securing (*a*) an adequate national scale of salaries; (*b*) obligatory on all local government authorities; and to take all steps necessary, including a publicity campaign to secure public understanding and support of these claims.

Amendment by the Southern district committee.

Delete all words between "service" in line 3 and "and" in line 9.

Amendment by the Poole branch.

At the end of the motion, add: "and further when compiling such national scales, steps be taken to classify positions so far as is practicable."

Amendment by the Hertfordshire branch.

Delete the words "National Executive Council" in line 10 and substitute "the N A L G O representatives on the staff side of the provincial councils to be instructed."

35. *Notice of Motion by the Herefordshire branch.*

That this Conference urges its representatives on the National Joint Council to press for the early settlement and issue to those affected of their proposed salary scales and code of service conditions and to stress the desirability of these being available without delay in view of the fact that authorities are, or soon will be, giving general consideration to post war functions and reorganisation.

Amendment by the Scottish district committee and the Glasgow branch.

After the word "Council" in line 2, insert "and the National Joint Industrial Council (Scotland)."

36. *Notice of Motion by the Farnham branch.*

That this Conference is of opinion that the scale of salaries and service conditions recommended by N A L G O and the National Whitley Council should be amended to provide for an optional retiring age of fifty-five years, and that N A L G O take all steps possible to ensure that such scales and service conditions are adopted by all local authorities.

Amendment by the Bingley branch.

Delete the words "fifty-five" in line 5 and substitute "sixty."

Amendment by the Darlaston branch.

After the words "fifty-five years" in line 5, insert "or on the completion of 30 years' continuous service."

Amendment by the Hornchurch branch.

Delete the words "adopted by" in line 7 and substitute "obligatory on."

Amendment by the West Cornwall branch.

Delete all words after the word "for" in line 4 and substitute "male officers an option of retiring at 60 years and for female officers at the age of 55 years, that the Local Government Superannuation Act be amended accordingly, and that N A L G O take all possible steps to implement the recommendation."

37. Regrading of Officers During or After War Service.

Notice of Motion by the South Wales and Monmouthshire district committee.

That this Conference instructs the National Executive Council to urge the National Joint Council to introduce and enforce the following rule :—

That machinery should be established to ensure that the position of permanent members of the staff of local authorities is not prejudiced by their absence in H.M. Forces or on other national service, and that such permanent officers as have by reason of their war service been denied the normal opportunities of promotion shall be promoted to an appropriate position in a higher grade and be paid according to their position in the salary scale of such higher grade.

Conference is of opinion that the appropriate position in the higher grade to which an officer shall be promoted shall be determined by the number of years he has been in the service of the authority.

Amendment by the Barking branch.

Delete the words "introduce and enforce the following rule" in lines 3 and 4 and substitute : "adopt and make representations to ensure."

Amendment by the Southern district committee.

Delete the words "service of the authority" in the last two lines and substitute "local government service."

Amendment by the Lambeth branch.

That all permanent officers who, because of war conditions, have been deprived of promotion should, on promotion, be placed in an appropriate position in a higher grade.

38. *Notice of Motion by the Hereford branch.*

That this Conference instructs the National Executive Council to urge the National Joint Council to adopt and enforce the following rule :—

That local government officers on war service who would normally have been regraded shall during their war service be regraded and placed upon the appropriate step within the new grade as if they had remained in their civilian employment.

For the purpose of the motion war service shall include all persons serving with H.M. Forces and all persons who have been directed into civil defence and essential work.

Amendment by the Barking branch.

Delete the words "enforce the following rule" in lines 3 and 4 and substitute "make representations to ensure."

39. *Notice of Motion by the Stretford and district Electricity Board branch.*

That this Conference instructs the National Executive Council to urge the National Joint Council to introduce and enforce the following rule :—

That local government officers on war service who would normally have been regraded, shall, upon their return, be placed upon the appropriate step within the new grade which they would have reached had they been continuously in civilian employment.

For the purpose of the motion war service shall include all persons who have been directed to H.M. Forces, essential work, or civil defence.

Amendment by the Barking branch.

Delete the words "introduce and enforce the following rule" in lines 3 and 4 and substitute "adopt and make representations to ensure."

Amendment by the Edinburgh branch.

After the word "employment" in line 10 add : "provided that they obtain the necessary qualifications for their departments in a specified period."

40. Reinstatement and Rehabilitation.

Notice of Motion by the Gravesend branch.

That in view of the fact that local government employees directed by the Minister of Labour and National Service into industry for service as civilian technicians or other work of national importance, are not protected by the Reinstatement in Civil Employment Act, 1944, all local authorities be asked to reinstate employees as if they came within the provisions of the Act.

Amendment by the Bexley branch.

After the word "importance" in line 5, insert : "or who volunteered for service in the Merchant Navy."

42. *Notice of Motion by the Farnham branch.*

That this Conference is of opinion that local government officers transferred to industry should enjoy the same right of reinstatement in their former employment as members serving in H.M. Forces, and urges that N A L G O should press for the granting of this right.

Amendment by the Walthamstow branch.

That this Conference is of opinion that the National Executive Council in consultation with the other trade unions affected should take steps to press for the amendment of the Reinstatement in Civil Employment Act, 1944, with a view to the extension of the application of the Act to all forms of national service.

ANNUAL MEETINGS OF ANCILLARIES

Notice is hereby given that the annual general meetings of the N A L G O Provident Society, the N A L G O Approved Society, the N A L G O Building Society, and the National and Local Government Officers' Mutual Insurance Association Ltd. (Logomia) will be held at the Winter Gardens, Blackpool, on Friday, June 15, 1945. Times and agenda for the meetings are :

9.30 a.m. N A L G O PROVIDENT SOCIETY (Reg. No. 1580—LONDON)

1. To confirm the Minutes of the Annual General Meeting held on June 13, 1943.
2. Election of Committee of Management.
3. Election of Arbitrator.
4. Financial Statement and Balance Sheet.
5. Annual Report.
6. Appointment of Auditors.
7. Alterations of Rules Nos. 3, 8, 15 and 42.
8. Hospital and Nursing Home Scheme (Table III)—Notice of Motion.
9. Any other business.

11.0 a.m. N A L G O APPROVED SOCIETY (No. 312)

1. To confirm the Minutes of the Annual General Meeting held on June 13, 1943.
2. Ministry of Health Auditors' Financial Statement, 1943.
3. Annual Report of Committee of Management.
4. Election of President.
5. Declaration of Committee of Management.
6. Any other business.

2.30 p.m. N A L G O BUILDING SOCIETY (No. 804B—London)

1. To confirm the Minutes of the Annual General Meeting held on June 13, 1943.
2. Correspondence (if any).
3. Election of the Committee of Management.
4. Appointment of Auditors.
5. Financial Statement and Balance Sheet.
6. Annual Report of the Committee of Management.
7. Any other business.

4.0 p.m. NATIONAL AND LOCAL GOVERNMENT OFFICERS' MUTUAL INSURANCE ASSOCIATION LTD. (LOGOMIA)

1. To confirm the Minutes of the Annual General Meeting held on June 13, 1943.
2. Report of the Board of Management.
3. Accounts and Balance Sheet.
4. Election of two members of the Board of Management. (The retiring members of the Board are Messrs. S. Lord and G. W. Coster, who, being eligible, offer themselves for re-election.)
5. Election of Auditor.
6. Election of Arbitrator. (Dr. Allan Wotherspoon has signified his willingness to act as an Arbitrator in place of Sir Arthur Johnson (deceased) and the Board recommend the appointment.)
7. Any other business.

Notices of Motion for the Logomia meeting can be accepted up to May 17, and the above agenda may, therefore, be incomplete.

24, Abingdon Street, Westminster, S.W.1. JOHN SIMONDS, Secretary.

43. Comprehensive Scheme for Demobilized and Discharged Officers.

Notice of Motion by the Glasgow branch.

That this Conference is of the opinion that, to meet the expectation of men and women returning from war service and to overcome the many problems involved therein, it is necessary that a comprehensive scheme be pressed for in the National Joint Council (England) and the National Joint Industrial Council (Scotland), such a scheme to include :—

(*a*) an adult wage at age 21 as part of national salary scales ;

(*b*) adequate facilities to returning men and women to fit themselves for the higher positions in local government service, such facilities to include a system of rotation of duties in order to provide practical experience in addition to financial assistance and leave on full pay to undertake day-time study ;

(*c*) provision for the advertisement of vacancies within authorities and as far as practicable throughout the service, and during the present emergency notification of such vacancies to staffs on war service in order that they may have an opportunity of submitting applications for these appointments ;

(*d*) the protection of those demobilized late in the scheme ;

(*e*) the establishment of local joint machinery in every authority as the only suitable medium for applying national policy smoothly and speedily especially with regard to the principle of "reinstatement in a position not less favourable, etc. . . ."

Amendment by the South Western district committee.

Delete the last line of paragraph (b) and substitute "undertake part-time study during office hours"

45. Salary Scales for Masters and Matrons.

Notice of Motion by the Hertfordshire branch.

That this Conference is of opinion that the scales of salaries laid down for masters and non-nursing matrons of public institutions by the National Joint Council is totally inadequate and directs the National Executive Council to re-open this question with the National Joint Council with a view to obtaining improved scales.

Amendment by the North Eastern district committee.

Delete the words "is totally inadequate" in line 4 and substitute "are unsatisfactory."

Amendment by the South Wales and Monmouthshire district committee.

After the word "salaries" in line 2, insert "mode of application and conditions of service."

46. Education Act, 1944—Transferred Officers and the Staff of Divisional Executives.

Notice of Motion by the Eccles branch.

That the National Executive Council be instructed to make any necessary amendments of the Association's Rules so as to provide that those members of the Association who are transferred to the service of other authorities by reason of the operation of the Education Act, 1944, may continue membership of the Association through the branches of which they are at present members.

Amendment by the Eastern district committee.

Delete the words "of the Association" in line 4 and substitute : "employed by boroughs or urban district councils which are excepted districts."

Delete the word "may" in line 7 and substitute "shall."

Amendment by the Poole branch.

At the end of the motion add : "when such is a branch where the local authority is an excepted district."

Amendment by the Hebburn branch.

Delete all words after the word "to" in line 2 and substitute : "direct branches to which members of the Association are transferred by reason of the operation of the Education Act, 1944, to encourage the formation of sub-branches in the divisional executive areas in order to preserve local interests and to afford such sub-branches direct representation on the parent branch executive committee."

Amendment by the Luton branch.

Delete all words after the word "to" in line 2 and substitute : "reconsider its decision that officers transferred under the Education Act, 1944, should become members of the appropriate county branches and, in so doing, shall review the Association's existing arrangements with regard to branch membership of county officers with a view to securing a system which will result in a larger recruitment to the Association of such officers."

47. Association's Rules and Constitution.

Notice of Motion by the National Executive Council.

That the draft revised Rules and Constitution of the Association as now submitted be approved and adopted.

Proposed new Rule 2—Definitions.

Amendment by the South Eastern district committee and the Kent county branch.

Delete paragraph (c) on page 4, reading "'Member' means . . . a person who whilst employed as a female nurse by a local authority in Great Britain, the Isle of Man or Northern Ireland, was a member of the Association, is employed as a female nurse in a voluntary hospital in Great Britain the Isle of Man or Northern Ireland."

Proposed new Rule 4—affiliation to other organisations.

Note.—The proposed new rule reads : Unless the consent of a Conference be first obtained, the Association or any district committee or branch shall not affiliate to any organization which is associated directly or indirectly with any political party or organization.

Amendment by the South Wales and Monmouthshire and Scottish district committees.
That the proposed new Rule 4 be deleted.

Amendment by the Brighton branch.
At the end of the proposed new Rule 4 add : " unless any such action has been taken prior to the passing of this Rule."

Amendment by the Heston and Isleworth branch.
After the word " Conference " in line 1 of the proposed new Rule insert : " or by the result of a ballot by members of the Association."

Amendment by the West Midland district committee.
That the proposed new Rule 4 be amended to read :

" No branch or district committee shall affiliate to any organization without the consent of the National Executive Council, neither shall the council affiliate to any organization without the consent of Conference."

Amendment by the Smethwick branch.
That the proposed new Rule be amended to read :

" Unless the consent of a Conference be first obtained, the Council or the Association shall not affiliate to any organization which is associated directly or indirectly with any political party or organization.

" Unless the consent of the Council be first obtained, a district committee or branch shall not affiliate to any organization which is associated directly or indirectly with any political party or organization. Provided that where a district committee or branch considers that such consent has been unreasonably withheld, the district committee or branch may seek the consent of the next ensuing Conference to such affiliation."

Proposed new Rule 13—Payments of amounts due from branches.

Note.—The proposed new rule reads :

(*a*) A branch which has not paid to the Association such sums as may be due at the appointed time, and in accordance with these Rules, shall not be eligible to send representatives to any Conference or other meeting, until such outstanding sums have been paid.

(*b*) A branch which has failed to forward to the general secretary its audited summary sheets and all moneys due to the Association in accordance with the provisions of Rule 12 shall not be entitled to nominate or vote for any candidate for election or be eligible to send representatives to the next ensuing Conference.

(*c*) A branch shall not be entitled to count for the purpose of voting, or of representation at Conference, district committees or upon such other bodies where membership is governed by numbers, the membership in respect of those members who are more than three months in arrear on the 31st day of January.

Amendment by the Wolverhampton branch.
After the word " meeting " in line 4 of paragraph (a) insert " or to nominate or vote for any candidate for election."
Delete paragraph (b).
Delete paragraph (c).

Amendment by the Smethwick branch.
Delete paragraph (b) and substitute :

" (b) A branch which has failed to forward to the general secretary by the 31st day of December in any year its audited summary sheets and all moneys due to the Association up to the 31st day of October of that year, shall not be entitled to nominate or vote for any candidate for election or be eligible to send representatives to the next ensuing Conference."

Proposed New Rules 41 and 42—Voting Papers and Voting.

Note.—The proposed new Rules read :

41.—VOTING PAPERS :

(*a*) The general secretary shall forward to the secretary of each branch, not later than the 8th day of April, a voting paper.

(*b*) A certificate of posting the papers shall be taken as sufficient proof that each branch has received its voting paper.

(*c*) The voting paper must contain the names of the branches from which the respective nominations emanate, and also the name of the branch of each of the respective nominees.

42.—VOTING : Each branch shall be entitled to as many votes as there are members of the Council to be elected for its electoral area and, in addition, two votes for candidates for election as the direct representatives of the women members of the Association. A branch must vote for a number of candidates equal to the number to be elected for its electoral area, and for two of the candidates for election as the direct representatives of the women members of the Association. For the purpose of counting of votes each vote recorded by a branch shall be multiplied by the number of members of the branch as shown in the branch's audited summary sheets for the previous year ended the 31st day of October forwarded to the general secretary in accordance with the provisions of Rule 12.

Amendment by the Yorkshire district committee and the Rotherham branch.
That the proposed new Rules 41 and 42 be deleted and that the existing Rules 42, 43, and 44 be substituted therefor and any necessary consequential amendments in other rules made.

Proposed new Rule 49—District Committees and Areas.

Note.—This Rule defines the areas covered by each district committee.

Amendment by the Southern district committee.
Under the heading No. 9 Southern District after " Oxfordshire " add " Poole " and under the heading " No. 10 South Western District after " Dorsetshire " add " (with the exception of Poole branch)."

Proposed new Rule 50—Representation.

Note.—Section 1 of the proposed new Rule prescribes the qualification for a district to elect members to the N.E.C., and the second paragraph reads :

" Notwithstanding anything to the contrary contained in this Rule or in Rules 33 and 47, until the expiration of the period of the emergency as defined in section 10 of the Societies (Miscellaneous Provisions) Act, 1940, or until a Conference otherwise determines, the number of members of the Council to be elected as representatives of each district shall not exceed the number of such representatives elected in the year 1944."

Amendment by the Yorkshire district committee.
Delete the words " year 1944 " in the last line of Section (1) and substitute " year 1945."

Amendment by the South Eastern district committee and the Kent county branch.
Delete the second paragraph of Section (1).

Amendment by the Surrey branch.
At the end of Section (1) add " provided, however, that in the event of adjustment of district boundaries to ensure conformity with the areas of operation of provincial Whitley councils, an appropriate adjustment in the representation of the affected districts on the National Executive Council shall be made."

Proposed new Rule 89—Discipline.

Note.—The proposed new Rule reads :

If a district committee or branch fails to carry out the policy of the Association as laid down in these Rules, or as directed by Conference, or is guilty of conduct prejudicial to the interests of the Association, the Council shall have power to take such action as it deems necessary.

Amendment by the Brighton branch.
Delete all words after the word " shall " in the last line and substitute " be required to report the matter to Conference for such action as is deemed necessary."

Proposed new Rule.

Amendment by the Hertfordshire branch.
That the National Executive Council be instructed to include in the Rules and Constitution N.A.L.G.O's responsibilities so far as the National and Provincial (Whitley) Councils are concerned.

49. Legislation Affecting Functions of Local Authorities.

Notice of Motion by the North Eastern district committee.

That this Conference, being concerned with the far-reaching effect of impending legislation on the local government service, calls upon the National Executive Council to take all possible steps to ensure that in every Act of Parliament or Order in Council affecting the functions of local authorities adequate provision is made for the protection of the status, conditions of employment and remuneration of local government officers, including officers on war service and officers directed into industry or other work of national importance.

Amendment by the Bethnal Green branch.
Delete the word " and " in line 9 and after the word " remuneration " in line 9 add " and superannuation rights."

51. Refresher Courses

Notice of Motion by the Lindsey branch.

That the National Executive Council be instructed to make arrangements, either with the Universities or otherwise, for adequate post-war refresher courses for local government officers resuming normal work after war service ; and that local authorities be requested to permit those officers who desire to take advantage of these courses to do so on full pay.

Amendment by the Metropolitan district committee, the Exeter, Salford, Southwark, and Swindon branches.
Delete the words " resuming normal work after war service " in line 5.

Amendment by the Exeter and Swindon branches.
Delete the word " those " in line 7.

Amendment by the Stepney branch.
At the end of the motion add : " and that these facilities should be extended to all local government officers who by reason of their additional duties and shortness of staff, etc., have been prevented from carrying on their studies. For the purposes of the motion, war service shall include all persons in H.M. Forces, essential work, or civil defence.

54. International Exchange of Views on Local Government.

Notice of Motion by the Abertillery branch.

Recognising the vital importance of continued post-war collaboration in the interests of peace and prosperity of all the allied nations, and the important role played by local government in the democracies ; this Conference requests the National Executive Council to make contact with corresponding bodies in the Soviet Union, U.S.A., and France, with a view to mutual collaboration, exchange of visits, information, etc., and to report back results to the next annual Conference.

Amendment by the Poole branch.
Delete the word "and" in line 8 and after the word " France " in line 8 insert : " also other suitable countries."

55. Provision of Holiday Camps.

Notice of Motion by the Metropolitan district committee.

That power be restored to the National Executive Council to purchase holiday camps.

Amendment by the Walthamstow branch.
Delete the word " camps " in line 2 and substitute " centres."

Amendment by the Lambeth branch.
That the National Executive Council be empowered to establish holiday camps and purchase sites for that purpose.

58. Appointments to Staffs of Education Authorities.

Notice of Motion by the North Eastern district committee.

That the National Executive Council be requested to enter into discussion with the appropriate associations of local authorities with the object of ensuring that when administrative appointments are being made to the staffs of education authorities undue prominence is not given to teaching experience and equal opportunity is afforded to members of N.A.L.G.O who have made the administrative service their career.

Amendment by the Ipswich branch.
After the word "authorities" in line 3 insert " and the Minister of Education."

Amendment by the Metropolitan district committee and the Ipswich branch.
Delete the words "members of N.A.L.G.O" in line 8 and substitute "local government officers."

60. Temporary Appointments.

Notice of Motion by the Southwark branch.

That this Conference deplores the position which has arisen over a period of years whereby a number of officers having been engaged in a temporary capacity before the outbreak of war are still retained on a temporary basis, and that steps be taken to deal with such cases immediately upon the cessation of hostilities.

Amendment by the North Western and North Wales district committee.
Delete the words "immediately upon the cessation of hostilities" in lines 6 and 7 and substitute : "when all permanent officers now on war service have been satisfactorily reinstated."

62. Undertakings (Restriction of Engagements) Order.

Notice of Motion by the Billericay branch.

That this Conference instructs the National Executive Council to urge the Minister of Labour to remove the present restriction imposed by the Undertakings (Restriction of Engagements) Order on the staff of surveyors' departments, so that the engagement of such staff may be under the same conditions as those employed by other departments of local authorities.

Amendment by the Hull and district branch.
Delete all words after the word "the" in line 5 and substitute : "technical staffs of local government authorities so that the engagement of such staff may be under the same conditions as those applying to other staffs of local authorities."

63. Employment of Non-Infectious Tuberculous Persons.

Notice of Motion by the Fulham branch.

That this Conference, recognising the immense social importance of the employment of non-infectious tuberculous persons :—

(i) instructs the National Executive Council to :

(*a*) approach the associations of local

authorities with a view to recommendations to their members to employ, in suitable posts, a proportion of such persons as a contribution to their rehabilitation in accordance with the proposals of the Ministry of Health ;

(*b*) co-operate with similar organizations (such as those of civil servants and teachers) in urging the Government to secure the employment of such persons in local and central government and other suitable places of work ; and

(ii) urges all branches to make direct approaches to their own councils to employ such persons, who are otherwise suitably qualified.

Amendment by the North Western and North Wales district committee.

That this Conference, recognizing the social importance of tuberculosis, welcomes the Government scheme of rehabilitation and directs the National Executive Council to consider the question of the employment of suitable tuberculous persons in the local government service and to take such action thereon as they consider desirable in consultation, if necessary, with the associations of local authorities.

Amendment by the South Wales and Monmouthshire district committee.

That this Conference, recognizing the immense social importance of the employment of non-infectious tuberculous persons, instructs the National Executive Council to approach the associations of local authorities to recommend their constituent members that in making appointments, the past history of this disease should not debar such persons, who otherwise are suitably qualified, from securing employment in the local government service.

Amendment by the West Cornwall branch.

After the words "Ministry of Health" in the last line of paragraph (i) (a) insert "provided that adequate safeguards are instituted."

66. Members Seeking Election to Parliament.

Notice of Motion by the Stourbridge branch.

That this Conference instructs the National Executive Council to assist at their discretion any member of the Association who seeks election to Parliament as an independent candidate both financially and by placing at his or her disposal the services of the Association's offices and staff.

Amendment by the Abertillery branch.

Delete the words "at their discretion" in line 2.

Amendment by the Essex Rivers Catchment Board branch.

Delete all words after the word "candidate" in line 4.

67. Housing—Nationalization of Land.

Notice of Motion by the Glasgow branch.

That this Conference pledges itself to support the national drive for the rehousing of the country, the principal responsibility for which will fall on local authorities, and being of the opinion that the problem of acquisition of land is a crucial one, reiterates its demand for the nationalization of the land ; and demands further that interest-free loans for housing purposes be granted to local authorites.

Amendment by the Metropolitan district committee.

Delete all words after the words "local authorities" in line 4.

Amendment by the Darlaston branch.

Delete the final sentence and add : "and to further this, we demand that the de-rating provision of the 1929 *Local Government Act be revoked."*

Amendment by the East Ham branch.

Delete the words : "and being of the opinion that the problem of acquisition of land is a crucial one, reiterates its demand for the nationalization of the land" in lines 4, 5, 6, *and* 7.

71. Retired Members.

Notice of Motion by the Manchester branch.

Delete existing Rule 4, sub-paragraph "Retired Member" and substitute the following :—

"Retired Member" means a person who has retired from the service *by reason of incapacity or age limit* and who on the day immediately preceding the date of his retirement from the service had been continuously a member for a period of *five* years and is elected a retired member by the Council on the nomination of his branch. Provided that the application for election as a retired member shall have been made on the appropriate form within 18 months of retirement from the service and that a retired member shall not be eligible for membership of the Council or any committee thereof or to hold office in a district committee or a branch, either elective or ex-officio *and shall not be entitled to vote when a ballot or referendum of members is taken.*

Note.—Alterations and additions to the existing rule are in italics.

Amendment by the Manchester branch.

Delete the words "by reason of incapacity or age limit" in lines 4 *and* 5 *and substitute "under the provisions of a Superannuation Act."*

73. Women Representatives on the Council.

Notice of Motion by the East Midland district committee.

That Section (2) of Rule 51 be deleted from the Rules of the Association.

Note.—Section (2) of Rule 51 reads : "In the event of two women not being elected under the provisions of Section (1) of this Rule, two women representatives shall be elected by the members of the Association as provided in Rule 44."

Amendment by the Scottish district committee.

That Section (2) *of Rule* 51 *be amended in order to provide for the election of four women representatives, these to be elected by the women's services sub-committee from amongst its members and not by the members of the Association as determined in Rule* 44 ; *provided that no woman shall be nominated who is not an elected member of the aforementioned committee.*

74. *Notice of Motion by the Staffordshire branch.*

That the Rules of the Association relative to women's representatives be amended so as to provide that in the event of ten women not being elected as ordinary members of the National Executive Council, ten women shall be elected as direct representatives of the women members by the members of the Association. Provided that in the event of two women being elected under the provisions of Section (1) of Rule 51 the provisions of Section (2) of the Rule shall only apply to the election of the other eight women representatives.

Amendment by the Southern district committee.

Delete all words after the word "that" in line 3 *and substitute : "in the event of the ordinary ballot not resulting in the election to the National Executive Council of three or more women representatives, there shall be added to the National Executive Council such number of women represenatatives as is necessary to raise the total number of women on that body to three. The woman or women representatives to be so added shall be selected by determining in turn, until the requisite number is reached, the woman candidate (excluding any women representatives elected by ordinary ballot, or so added) who polled a higher percentage of votes cast in her district than the percentage of votes polled by any other woman candidate in her or any other district."*

75. Sectional and Professional Organizations in Scotland.

Notice of Motion by the Scottish district committee and the Glasgow branch.

That Rule 95 be amended in order to bring representation of sectional or professional organizations in Scotland into line with England, and that for this purpose a Standing Joint Committee be set up in Scotland.

Amendment by the Abertillery branch.

At the end of the motion add "and Wales."

Amendment by the Sanitary Inspectors' Association of Scotland and the Institute of Park Administration (Scottish branch).

That having in mind the exceptional services rendered to N A L G O, especially in the field of recruitment and propaganda, by Affiliated Societies, the status quo be maintained.

Branch Public Relations Needs More "Punch"

By G. E. RIVERS, Devon C. C. Staff Association

SHALL I be accused of "alarmist" talk if I say that, in my opinion, a condition of "perpetual strained relations" exists between the local government officer and the public ? Have my observations that increases in officers' salaries often call forth indignant comment, letters, etc., in the local press, been exceptional ? Have my ears been more subtly attuned to disparaging comments about those who have "soft" jobs at the town hall ? I think not, but believe that my experiences in borough, county borough and county fields have not been unique.

Public relations must be regarded as a failure as long as there is one member of the public who is not aware of the debt owing to the local government officer. Utopian ? But so is world peace. Much has been written and said about public relations and I know that committees and officers have been appointed by branches, but where is the punch, the virile force ?

In my view the fault lies not at Headquarters but in the branches. Local public relations is what the branches make it, not what 24 Abingdon Street does or does not do.

Why is it essential that we should have good relations between ourselves and the public ? The reasons are two-fold :—

1. Human nature being what it is and rates and taxes ever-increasing, the ratepayer looks around for some scapegoat, and who better than the officials at the town hall—those men and women who, in the public's view, "toil not, neither spin" ? The ratepayer assuages his feelings by agitation for "economy" in officers' salaries, hours, etc.? We may be sure that N A L G O is vigilant, but how much easier would Headquarter's job be if the local public were well-informed of the debt owing to the local government officer.

2. The second reason for good relations is that we can render better service to a helpful public than a hindering one.

And who are the public ? Our public are all who have an interest in the area administered by our local authority. They are divided into two classes : councillors and non-councillors.

It is, I believe, an undisputed fact that those councillors such as mayors and chairmen of councils and committees who have much to do with officers are our best friends, inasmuch as they realise the work we do and that we are not "parasites" on the community. But—with some exceptions, of course—the average councillor, who sees only a few chief officials at council and committee meetings, is unaware of the work done behind the scenes of local government. The fault is not his, but ours, in that we have not taken the trouble to "open our doors" to him. I am not advocating a personally conducted N A L G O-cum-Cooks tour of the offices (and officers !), but is it outside the realms of possibility for a booklet to be prepared by the Association (or locally), showing the councillor (present and newly-elected) how we help to push the wheels of local government round ?

The education of the non-councillor offers a very wide field, and it is of even greater importance here that the effort should be local. Interest in civic life is being awakened, but what are local public relations Committees doing to keep abreast of such enlightenment ? Women are taking an increasingly greater interest in local affairs ; what are our public relations committees doing to inform them of the workings of local government—with stress on the work of the officer ? Men and women everywhere are talking and planning of New Orders and Reconstruction—what are local public relations committees doing to show them what would happen if local government did not work ?

General education in civics is not enough. Why should not local public relations committees organise talks to non-political societies, women's institutes, rotary clubs, study circles, etc., on aspects of local government—again, with stress on the officer ?

Maybe all this sounds amateurish, but we shall never raise our status and broaden the basis of our service to the community until such time as the public are educated on the work of the local government officer.

THE rates office clock at the Town Hall, Doodleham, told me that it was 4.15 p.m. Good! Another hour, and my frettings for the day would be as dead as my fingers nearly were. For coal, among other things, has been pretty scarce at the Town Hall, Doodleham, this winter.

I was trying to twiddle my fingers back into circulation when the door crashed in. So did the weather. So, alas, did a fearsome figure, puffing at a fearsome pipe bent like a saxophone. "Good afternoon!" the monster grunted. "Good afternoon!" I echoed, all set to do good business.

Then the trouble started. The vast form bared its teeth, ripped a rate demand-note from an inside pocket and glared at it, then at me. Storm ahead, I thought, and hopefully delivered a disarming smile—one that I keep specially for such occasions. "You wish to pay that, sir?" I asked politely, as if inviting him to take advantage of a rare privilege. "I do not," he growled, "but I will."

I leaned forward as if offering myself, body and soul, at his disposal—eager, in fact, to help in any way, short of sharing my six-monthly shell-egg with him.

"Not so fast!" he grunted, pipe in teeth and cheeks expanding and contracting as if he were blowing a trumpet for the first time.

"Why have the rates gone up twopence in the pound this year?" he rapped. I had no idea, but I dared not admit that. So I delivered a vague address, stressing the difficulty of estimating income and expenditure in such times as these, and rounded it off with what was intended to be a spot of comfort.

"It is quite possible, sir"—here my voice took on the tone of an all-wise oracle—"that the rates may go down twopence next year—or even threepence," I added brightly, thinking that might soothe him. But he blew it away in a cloud of smoke.

"I cannot accept that explanation," he announced. Well, he was at liberty to do the other thing, I reflected, but kept a diplomatic smile on the flicker.

Through the billowing smoke the barrage continued. "Are you sure you know what you are talking about?" Harsh words—but I answered boldly, "I most certainly am." This adipose agitator must not have things all his own way. "Look here, sir," I whispered confidentially, "I don't make the rate, I only collect it." He shook off the snub with a grunt and came back full of fight. "Young man," he grated, "as a ratepayer, I have a right to know what I am paying for. Can YOU tell me what I am paying for?"

Could I tell him? I should say! And I did—to the best of my ability. But he was not in the least impressed by my recital of the benefits bestowed by the Borough Council of Doodleham on its undeserving electorate. "Young man," he cut in (he seemed very fond of this "young man" business), "you said just now that the rates would probably go down next year. On what do you base that mad remark?

"Well," he continued, while I remained silent, "do you think they'll go up?"

"I hope not," I replied in a far-away voice.

"Why not?" he roared.

"Because," my fickle tongue retorted, "it seems to be my job to render a true account of fluctuations in rate-prices."

"But you say that you don't know," he spat back, "so you don't know your job—on your own admission."

Now, I did begin to feel homicidal. "That is not a matter for you to decide," I countered.

"Oh"—puff!—"indeed"—puff!—"Am I not your employer?" And he eyed me as if I were something less than the dust beneath a chariot wheel. My employer? I could have given him a few choice thoughts on that theme, but modesty forbade. So I counted up to ten and stayed dumb.

"H'm!" the ogre grunted, removing his pipe for the first time. "Well, you can give me a receipt. Here's the money!" And he thrust the cash at me as if this time I were the lowest form of blackmailer.

With commendable grace I gave him a receipt and dropped his contribution into the till before he changed his mind. The curtain, I thought, in misguided optimism, had dropped on that unpleasant scene. But I was wrong, as usual. Having taken up his receipt, this all talking, all smoking, all why this and that-ing ratepayer returned to the fray with both eyes blazing.

"Who *can* give me some information? You obviously can't," he snarled.

I had had enough. And I told him as much, adding that Mr. Buntz, the Borough Treasurer, would give him the information he wanted.

"Show me to him!" he hissed. Now that *is* a bit below the belt, I reflected. The last thing I wanted at the moment was to be mixed up in a melee of this sort. It would militate against my chances of being appointed Chief Warrant Officer to the Corporation of Doodleham—a vacancy for which I felt myself an odds-on favourite.

"Miss Podge," my faint voice called to the office-girl, "will you please take this gentleman to the Treasurer?"

I had just bowed out a less inquisitive customer when, as I expected, the 'phone-bell rang. Would I go to the Treasurer's room?

Along the corridor I wandered, contemplating my fate. How should I deal with this packet of trouble? A forthright defence? A lofty pooh-pooh-ing of the whole affair? Or should I leave it to Madame Chance, a charmer who has never let me down yet? I decided on the last course, as requiring the least amount of thought.

The Treasurer's lair consists of a palatial cave, jutting from the General Office. Passing through this office, a dozen voices chanted at me that the Great Man was engaged. "That I know only too well," I sighed, "and, unfortunately, he is about to be further engaged."

With a decorous tap at the door, I shuffled into the sanctum sanctorum and stood in The Presence. As I had expected, the pipe was there, puffing volumes of smoke all over the room. Its owner was chatting to the Treasurer in a patronising way—a manner I have always wanted to assume, but always considered it prudent to avoid.

"H'm—h'm!" coughed the lamb, just to let them know it had arrived for the slaughter.

"Ah, Haywire!" observed the Great Man, peering over his spectacles at me as if I were some new and interesting form of fungus. "Mr. Mayor tells me that you have been enlightening him on the Corporation's activities. . . ."

My hat! So the smoke-addict, the Man With the Inquiring Mind, was, in fact, the Mayor of Doodleham! Well, I might as well clock off straight away, say a short prayer, and take the next boat to Australia.

"Mr. Haywire," the Treasurer continued, "Mr. Mayor has a few words to say to you."

Oh, he has, has he? Well, maybe I've a few words to say to him!

"Yes, Mr. Haywire"—the words penetrated the mayoral smoke to my trembling ear-drums—"you have impressed me as being a man of tact."

What? Well, perhaps he's right! But this is a bit sudden.

"Just now," continued the first citizen of Doodleham, "I was deliberately rude to you and you displayed remarkable restraint."

Now he was talking sense. A pause while he got up steam. Puff! A great cloud of dustbin grey headed straight for me. I stood my ground without flinching—just to show him I was not only tactful but courageous withal.

"It is therefore my intention to recommend your promotion to the post of Chief Warrant Officer," he proclaimed.

Coming out of the room in a kind of angelic stupor, I bumped into Miss Frorst, the Treasurer's personal assistant and Departmental Dread. She is still wondering what prompted me to give her a bear hug and waltz her round in full view of the pop-eyed bookkeepers in the General Office.

AT RANDOM

By "Hyperion"

New Brooms

Much as I like the bureaucratic mind, I always distrust the man who announces that he is going to "cut through red tape." He usually succeeds only in getting himself and everyone else concerned more hopelessly entangled in "red tape" than before.

Hair Lines

A thought I might further pursue,
But, being a gentleman, won't,
Is that many a woman's hair-do
Might better be termed a hair-don't.

—Richard Armour

War-Time Ambition

To live long enough to see what kind of earth the meek will inherit.

Slogan for Peace

The returned soldiers were prepared to die for us. Are we ready to live for them?

Work in Preparation

The Intelligent Local Government Officer's Guide to World Chaos.
Order your copy now!

Brevities

A military expert is one who tells you to-day what is going to happen to-morrow, and who tells you to-morrow why it did not happen to-day.

"And how long have you been in the Army, my good man?"
"Too."

Raised Eyebrows Department

A combination of business with pleasure is in store for teams who will participate in the membership drive of Monroe Country League for Planned Parenthood when they gather Sunday night at Eastman House as guests of Mrs. Alan Valentine.—*Rochester "Times-Union."*

Success Story

From salesman to executive
He worked his arduous way,
Till now he earns respect, esteem—
And lower pay.

—Philip Lazarus.

Poulet de Bresse Mogador

Take three reconstituted eggs, a dehydrated nutmeg, a prefabricated kipper and a tablespoonful of Islington port. Whisk the mixture, adding priority lard, austerity grease-paper and cheese substitute to taste. Throw on to the floor and tread flat. Then gather up and serve in a coarse cloth.

Homo Sapiens

"When I was first walking out with my husband, dear, I used to fancy all sorts of things were going on in his head, but when I married him I found out I'd been making it up and that practically nothing went on in his head. Naturally, I'm not counting silly stuff about machines and wireless and football."

—*From "Daylight on Saturday," by J. B. Priestley.*

Street Names

"If I go out of my father's house in Warwick Gardens," he began, "and turn to the left, I find myself in what is called High Street, Kensington. It is not high, it is quite flat, and it is a long way from Kensington—three reasons why it should not bear that name. It has, however, a distinguishing peculiarity. There are seven tobacconists, each of whom keeps a shop, but they are sad because they earn very little. If High Street, Kensington, were called the Street of the Seven Sorrowful Tobacconists, these deserving tradesmen would grow prosperous, their shops would become landmarks, and people from far and wide would make pilgrimages to buy tobacco."

He went on in the same delicious vein, and insisted that London was growing dim and dingy and depressed because the nomenclature of her streets created the dullness of the houses which in their turn conjured up flat and unimaginative names. In the East End, he reminded us, Petticoat Lane is a-flag with gay garments, while Shepherdess Walk is still the trysting place of Hoxton's lads and lasses, and Hanging Sword Alley off Fleet Street to this day wears the mysterious atmosphere of mediæval age.

—*From "The Chestertons," by Mrs. Cecil Chesterton.*

SALARY SCALES TOO LOW

Comparison with Teachers

SCHOOL teachers are to be paid, after a certain length of service, a minimum of £525 p.a. Most men who have spent *at least* as much money and time in qualifying themselves for technical work in the local government service are lucky if they receive over £400 p.a. after a similar length of service.

Take my case as an example. At the end of the last war, my parents paid a considerable premium for me to be articled for *three* years to the engineer and surveyor of a local authority, and maintained me while I was serving my articles: all this with no hope of contributions from the authority, although many young men who attended a teachers' training college for only *two* years had part of the costs paid for them out of public funds. After completion of my articles, I became a junior assistant and (although qualified) for many years afterwards I earned less than a school teacher. I have now been in the municipal and county engineering profession for over 20 years, and my present salary is £400 p.a. For this, I am serving as a county divisional surveyor, responsible for an average yearly expenditure of over £30,000 and in control of about 200 men in normal times.

I think practically all the technical and professional branches of the local government service are similarly placed in comparison with elementary school teachers. The present position is obviously and absurdly wrong, particularly in view of the fact that teachers and local government officers are all paid out of rates and taxes.

Can you tell us what NALGO is doing *now* to draw public attention to the injustice, and what steps it is taking to have this injustice remedied quickly? (I know that most technical and professional men in the service are members of professional institutions, but these institutions seem to be controlled by chief officers who are "sitting pretty" with reasonably good salaries, and thus do practically nothing for their members in the matter of adequate pay.)

Also, can you publish the scale of salaries recommended by NALGO?

"TESTAMUR."

NALGO is fully alive to the position and is dealing with it, as with all matters of salaries and service conditions, through the National Whitley Council. A national scale of salaries for all officers (other than clerks to local authorities) earning up to £700 p.a. is now being considered by the Council, and will be published as soon as it has been agreed: until then, NALGO's proposals must remain confidential.

EDUCATION STAFFS

"Graduates Only" Threat

UNDER the new Education Act, the system of divisional executives becomes a compulsory feature for all education authorities. For many years a system analogous to this has been in operation in Durham county. Hitherto, all divisional executive officers (or district clerks as they were known) have been appointed from the administrative staff. From now on, they are to have two of three qualifications—graduate degree; administrative experience; and teaching experience. This in spite of the fact that the Ministry of Education has stated categorically that the above qualifications are not compulsory.

In a report by the director of education, adopted by the Durham county council, the statement is made that the present district clerks are admirably qualified for the transitional period, but that in future it is necessary for the smooth working of the Act that graduates be appointed. In other words, the "donkey work" is to be done by the present officers, after which the "supermen" are to step in. As an absolute precaution that none of the present administrative staff should have one of these posts, a graduate degree is to be insisted upon, naturally rendering the "D.P.A." ineffective.

As a "sop" for taking away these posts from the present officers, a Grade "C" clerk is to be appointed to each divisional office at a salary of £250 rising to £310—presumably not a higher grade because "graduate" officers will require a much higher salary than the present divisional officers are receiving and economies will have to be effected somewhere. In addition, one or two senior members of the administrative staff have had their status and salaries raised without, of course, improving the promotion position for those below them.

NALGO was not consulted on a matter which is of vital importance to the majority of the staff—particularly those risking their lives for the cause of "freedom" at the present time—and consequently the local committee's protest when it was made was too late to be effective.

The greater part of the county council's administrative staff is composed of Grade "B" clerks, a large number of whom are in the Services, and who, since the war began, have had their maximum reduced from £250 to £245. Now they are to be deprived of the best of the posts to which they can hope to aspire and, of course, their chances of promotion are decreased proportionately.

Truly we have the best interests of our serving lads at heart!

ONE OF THE MANY.

NALGO is well aware of this position, supports the claim of the officers concerned, and is in negotiation with the Ministry of Education and the associations of local authorities upon it.

READERS' FORUM

Letters for the June journal must reach the Editor, "Local Government Service," 24, Abingdon Street, London, S.W.1., not later than May 17.

WHEN THE WARRIOR RETURNS

One Discrimination Only

MUCH of what has been written about discrimination between local government officers after the war—between ex-Service men and those who have not been in the services; between service men who have obtained commissions and those who have not; and between those who have done the fighting and those who have had the less exciting and glamorous jobs—must have caused concern to those who try to maintain a proportionate outlook. Surely, we are all in this war together and, generally speaking, each of us is subject to direction by the Ministry of Labour.

From my experience before I joined the Forces, I know that civilians have not had an easy task, and many have been subject to far greater strain than thousands of service men.

As to those with or without commissions, surely no fair-minded person will suggest that the former should be automatically entitled to rapid promotion and all the good appointments in civilian life, or that the latter should be condemned. Opportunities should be provided for all ex-Service men to make up lost time for study and examinations, after which all ranks, together with those who have not been in the Services, should be prepared to stand or fall on their merits as civilians.

There appears further to be a feeling that those who have done the actual fighting should be specially privileged. To them we all offer our heartfelt thanks for their courage, and for suffering so many hardships and discomforts, but we cannot all be in the fighting line, which could not be maintained without lines of communications.

In my view there should be one discrimination only—between those who have come through without permanent physical disability and those less fortunate (including the widows and orphans of those who have made the supreme sacrifice). Let each one of us who has been lucky dedicate himself to the task of making certain that none of those who have not is ever able to say that he or she has suffered for an ungrateful country, and that adequate pensions and allowances are given. Above all, let us all become conscious of our individual responsibilities for the state of the world, and dedicate ourselves seriously to do whatever lies on our power to prevent another world catastrophe, which, I feel certain, civilisation could never survive.

SAPPER.

Commissioned Rank a Guide

HAVING just returned temporarily to civil life after more than five years in the Forces, I would like to add my views to the discussion on the recognition of promotion gained on service. While I think it undesirable that promotion should qualify an individual for automatic advancement on return to civil life, I suggest that, in most cases, it does indicate powers of organisation and ability to deal with people which should give a local authority a line on the potentialities of the man or woman concerned.

From my personal experience, the number of men who refused promotion on conscience grounds was infinitesimal, but the number who refused rather than face responsibility was much greater. Such people, completely lacking in the spirit of Service, are undesirable types in local government. This is no place to discuss the system on which the Services are run, but I know that when I entered the ranks in 1939, whilst the mood was to get the job done, one was inclined to be critical of the system. What one did discover, however, was that it was very fair and, considering the immensity and complexity of the organisation, the anomalies were surprisingly few.

My impression, formed during these last few weeks, is that the majority of local authorities are determined to give a square deal to all returning members of the Forces *irrespective* of their service achievements. Further, the demand is going to be such that opportunities for advancement will not be confined to returning members of the Forces, though they will rightly get first priority.

Borough Engineer's Office, Rotherham. W. M. SCOTT, Royal Engineers.

Experience Counts

SURELY an employer's first question is always, "What experience have you had?" This should certainly include military as well as civil experience.

The value of past experience is fully realised in the Services. I received my promotion from Bdr. to L/Sgt. because my civil occupation was a recommendation, and I was considered for a commission only because I am a qualified architect.

Self-reliance, leadership, organisation and administration are equally valuable in the Services and civil life. After serving in the Army since August, 1939, I expect my Army experience to be taken into account in conjunction with my civil qualifications after the war. If this is not done, those who have served for the duration will return to find their only qualification may be six months' pre-war experience as an office boy! Are we to suffer for our patriotism?

As a married man with family obligations and no private income, I have managed to live without difficulty on my Army pay alone.

India. CAPTAIN, R.E.

Capability Increased

LOCAL authorities should give consideration to their employees who have made good progress in the Services, particularly if they have obtained positions of responsibility and have discharged their duties with ability.

Although I have been away from local government for five and a half years, I know that on my return I shall be a far more capable officer than before, through having held commissioned and non-commissioned rank in the Army, and thus having gained much administrative and executive experience I could not possibly have obtained in so short a time.

Incidentally, I do not agree with some of your correspondents that taking a commission involves financial hardship. My experience is that it improves one's finances.

India. EX-RANKER.

Retort Vigorous

I MUST protest vigorously against the letter of D. Roberts in the April Journal.

His statement that "most of us loathe Service life and all it entails" is untrue and is an insult to L.G.O.s serving in H.M. Forces.

His insinuation that promotion in the Services can be secured only by influence or "wangling" is untrue and is an insult to H.M. Forces.

His statement that many men in the Forces refuse promotions and commissions "on conscience grounds" is just silly.

His assertion that a man who has held a responsible position in the Forces will not be a better local government officer for that reason is simply fatuous.

R. F. WHITE.

Bournemouth branch.

Developing Initiative

REPLYING to D. Roberts, while I agree that no recognition should be shown, on our return to "civvy street," of promotion gained in the Services, I suggest that all save the most biased lower-ranker must recognise that an officer or senior N.C.O. has had far more opportunity to develop his initiative and organising ability than the others of his race. Surely, these will be valuable assets in civilian life, purely on their own merits.

I always mistrust any man who tells me that he has refused promotion " as a mute protest." Too often it means either that he wishes to avoid responsibility or that he is incapable of performing any more exacting duties than the minimum which his rank entails. " Every whim pandered to " and " content to sit back whilst others do the work " are two very incorrect ideas which are, alas, too commonly held amongst the lower ranks in the Services.

Agreed, no recognition of Service status, but a square deal for all L.G.O.s !

R. JACKSON, Lt. (A)., R.N.V.R.
Batley branch.

WARTIME APPOINTMENTS
Unselfish View Needed

IF a solution is to be found of the problem of wartime appointments, some sacrifice must be accepted both by those whose war service has demanded their devotion and energy in their normal employment and by those who have been conscripted for duty with the Forces.

" Festina Lente " does not indicate how *he* would protect the interests of absent L.G.O.s, whose compulsory " loss of opportunities," in his view, should not be shared voluntarily by " those who remain behind " on the ground that " two wrongs do not make a right " !

New establishments and promotions in wartime are necessarily of an emergency nature and ought, therefore, to involve only the voluntary acceptance of temporary appointments or promotions, with perhaps some reservation in the case of senior specialist posts, for whom suitable candidates are not likely to be " absent."

If " Festina Lente " agrees that the interests of absent officers ought to be protected, then he cannot advocate that advantage should be taken of their absence, unless inconvenience to the public service can be proved, rather than inconvenience to personal ambitions.

I believe that every fair-minded L.G.O. " remaining behind " accepts the present unhappy state as an inevitable consequence of total war, realising that the sacrifice thus made is no greater than that of those it is intended to protect. Does " Festina Lente " seriously mean that this respect for the rights of others is a " victimisation of those left behind "—" an unfair penalisation." If we are to build a happier world in which to live, selfishness has no place in it.

33, Briar Crescent, E. N. ALDERMAN.
Northolt, Middlesex.

STUDY IN THE ARMY
Member's 10-18 Hours a Week

MANY "junior warriors" (of whom I am one) who were called up after only a short time in local government, are fearful about their prospects should they have to return to the same junior position after several years in the Army. But have they tried to prepare themselves for higher positions while on service—or do they expect their local authorities to give them automatic promotion although they are qualified only to start where they left off ?

Some will say with truth that they had no time to study—but how many must admit that they have wasted valuable hours ?

The Army authorities run correspondence courses in many local government subjects. Civilian tutorial colleges still offer courses. How can those who have had time to take advantage of these, but have not done so, expect N A L G O to protect their future interests when they are not prepared to co-operate ?

My spare time amounts to two or three hours a night on five or six nights of the week. By forgetting outside attractions, I devote the whole of this time to study. This is a sacrifice for the time being, but far better now than after the war, when it might have to be made in a financial struggle as a married man in the "clerical" grades.

Studying is difficult in a roomful of soldiers, but if I can attempt the intermediate I.M.T.A., A.R.V.O. and A.C.S. within the next nine months, after four years' broken preparation, as I am doing, surely my example could be followed if interest in an important career, as local government will be after the war, is as great as mine.

I have had much help from my commanding officer, and he is making all arrangements for me to sit for the examinations. What more could a junior warrior ask for ?

"SCIENTA POTESTAS EST."
R.E.M.E., B.L.A.

EXAMINATION BARRIERS
Check to Transfer of Officers

THE I.M.T.A. concessions to men and women in the Forces and the N.A.A.L.G.E.-N A L G O alliance are steps in the right direction. It is to be hoped that the latter will help to break down the barriers which are preventing the free "circulation" of institution officers.

Before joining the R.A.F., I was assisting the steward at a municipal hospital (infectious diseases, E.M.S., etc.), and became very interested in the work. If, however, I am to make this my career, I must throw away my N A L G O intermediate certificate. Even my "exemption" from the N A L G O preliminary examination will not secure me exemption from the preliminary examination for clerks and stewards.

As I am now 37 and have a family who will expect to see a little of me when the war is over, it seems that I must reconcile myself to my present salary and position indefinitely.

ROBERT W. LEACH.

OFFICERS KEPT AT HOME
Training Facilities Needed

IT is rightly expected that ex-Service men will receive help and special consideration in obtaining final qualifications, but what of the man who has been forced to remain at his job, despite his keenness to enlist ? With civil defence duties, extra pressure of work due to lack of staff, and enemy action, he has probably been unable to study, but under present conditions, unless he is given similar facilities by the various professional institutions he will be left unqualified and probably without work.

I feel that this matter is worthy of the concern of all fair-minded engineers, especially since most of those concerned were doing their bit early in 1938, when people scoffed at the need for A.R.P.

ONE OF THE MANY.

AFFILIATION TO T.U.C.
" Chief Officers Must Oppose "

WE have all at one time or another heard our chief officers at branch annual meetings say that, whilst they have the best interests of the branch at heart, they cannot serve both it and the council.

Surely it is obvious that these same chief officers (many of them attending Conference on our behalf) cannot, in their own interests and that of the councils they serve, agree to affiliation to the T.U.C. since that would mean that they would have to cease membership of the Association.

In a commercial firm, their opposite numbers—managing directors, chief executives, secretaries, etc.—do not become members of a trade union, since they are to all intents and purposes the employers. I note from the preliminary agenda for Conference that the N.E.C. still intends to try and dodge the column. Therefore it is up to all branches to see that the *right delegates* attend Conference and that they are present when the vote is taken.

" PARCARE SUBJECTIS."

" Think Again "

THIS year's N A L G O Conference may be the last before a period of great flux in which events will catch up on us after five or six years of one-sided development in local government. Our policy on most of the great issues upon which we are qualified to speak is sound. The progressive sections of the nation will be with us on housing, health, town planning, and social problems generally.

Only one problem remains outstanding—affiliation to the T.U.C. It has been thoroughly discussed for years. I urge, therefore, that those, who still oppose it should again bring their minds to the subject, in the spirit of 1945, a year which has already seen two great conferences (Crimea and the World T.U.C.), whose lessons only the frivolous and irresponsible can ignore.

B.L.A. JOHN S. COVENTRY, (Pte.)

EQUAL PAY ANOMALIES
Married Man's Benefits

CAN Mr. Caddick truthfully call the following comparisions fair play ? To me they appear to be anomalies :

A married man receives a larger income tax allowance for his wife and children, if any. But a single woman, with a lower salary, gets no reduction in income tax, rent, taxes, etc., on account of her sex, even when supporting a dependant relative.

A married man has no cost for domestic help, his wife being able to carry out this work. But a woman with a dependant relative pays for domestic help.

In the glorious future the man will receive allowances for children, school feeding, clinics, and no secondary school fees. But the single woman will continue standing on her own feet without state assistance.

In other words, what are the extras a married man will have to meet, through his misfortune in being a family man, with all this assistance ?

If a man has higher pay, then surely a woman should have equal reductions in rates, income tax, etc. I presume that Mr. Caddick would agree that Mr. Smith, with no family, should have a lower salary than Mr. Brown, with a family of five, though doing the same work. Is not the principle of comparison the same, and why should a bachelor have the benefit of an equal salary just because he is a man ?

Were the spinsters of the country—nurses, school-teachers, staff at institutions, to say nothing of clerks and typists—to strike, where would the public be ? Industry and community would find a nasty gap in the machinery. Please play fair and don't drive us to the days of suffragettes in having to take drastic steps.

SPINSTER.

Homemakers are Citizens, Too

IT is difficult for a mere man to understand the attitude of your correspondents on women's equality. They try to enlist support by indulging in violent abuse of those women who still regard the successful building of a home and raising of a family as the highest and noblest career. Many women, struggling to do justice both to running a home and to a wartime office post, long for the time when they will be released from the latter.

Of course woman is an equal citizen with man ; no sane person would deny it. Similarly, a successful marriage is a joyous and equal partnership, in which each member has important contributions, material or otherwise, to make, the resultant happiness being fully shared.

A woman is not any the less a citizen if she chooses to devote her life mainly to the home. Your correspondents appear to assume, however, that she must go out to work in order to assert her citizenship, and presumably to bring the family income in line with that of a childless couple where the wife prefers a business career to the raising of children. No one can pretend that that is equality.

The usual answer to this problem is to suggest family allowances. If these are to be provided by the State, the money must be raised by greatly increased taxes. How many " careerist " couples would be willing to hand over half their joint income to a State-managed fund, to be used to double the incomes of those families which depended solely on the father's earnings ?

Finally, what is to happen if *all* women scorn to rock the cradle ? Presumably, unless prefabricated children can be invented, the race would soon become extinct !

J. S. B.

" Fascist Ideology "

SO long as man feels entitled to impose masochistic demands that woman make her choice between a day at the seaside and a "perm," so long will the world be an unfit place for anyone to live in.

Unmarried women or childless women have not a monopoly in frustration, as witness the agility with which family women, in face of a myriad of domestic difficulties, sprang into the breach caused by the call-up of men. Had this been due to public-spiritedness or political consciousness, the war would have been over a long time ago. It was an opportunity to escape from four walls and all the nagging, pettifogging littlenesses and futilities which unfortunately are so much a part of woman's daily round ; it was an opportunity of enjoying at least some measure of economic independence.

"Woman's place is in the home" is retrograde, fascist ideology—a Hitler and a Mussolini slogan. Our democracy will be unsound and incomplete until our social services are so extended that women can take their rightful place in the political and economic sphere.

54, Park Crescent, J. BIRD.
North Shields.

Women Must Learn to Talk !

WOMEN'S sub-committees have now been formed in every district, with one exception, and are in turn being formed by these district sub-committees in the branches. There still exists,

ever, a great deal of apathy amongst branch
nbers and the enthusiasm of branch women
ers will disappear if it is not maintained by
district sub-committees.

Women are to prove successful in N A L G O
ministration they must learn to think and talk
some purpose, and if branch women's sub-
mittees are no more than classes in public-
aking they will not be a waste of time. I
gest that district women's sub-committees
ld organise debates in their branches and
ress branch meetings, not merely to exhort
men to qualify for the top posts, but on matters
pical interest, to encourage women to express
r opinions and to widen their knowledge.

HELEN G. MACDONALD.

NSION ANOMALY
stice to Technicians

M grateful to Mr. John Porter for pointing out
(in the March journal) that there are a number
county council technical officers who cannot
up their appointments before obtaining
ial qualifications. This increases the number
those who suffer injustice because they
not enter the pensions scheme until the age of
or even 30, while others, such as town or
nty clerks or accountants can start as junior
ks and enter the scheme at 18, getting the
essary qualifications while in the service.

N A L G O taking up this anomaly strongly
behalf of the officers who are unfairly treated ?
ll who have to obtain special qualifications,
ch cannot be obtained while in the service,
uld have from five to ten years' contributory
ice added to their pension years, and this
ition should be retrospective to include those
have already retired under the Superannua-
Acts.

"ROCAGER."

lier Retirement

UPPORT your correspondent's suggestion that
local government officers should be permitted
eave the service when they wish while retaining
right to receive a pension, based on con-
utions made and subject to a minimum
lifying period of, say, ten years. This could
either a delayed pension payable at 60, or an
ier pension reduced on an actuarial basis.
is bad that those who could afford to retire
ore the qualifying age, or who feel that they
uld be happier in other employment, should be
pelled to stay in the service unless they are
pared to lose their accrued superannuation
efits. It is also wrong that a woman who
es to get married should forfeit her years of
ice.

"CHARTIST."

Pensioner's Bonus

reply to your comment on my letter in the
April journal, I naturally singled out N A L G O
it is the only organisation or trade union to
ch I belong, but in so doing I had no intention
er than to "play fair."

hope that all branches will support the notice
notion by the Slough branch on the conference
nda (calling for strong representation to the
ernment for an increase in pensions to local
ernment officers, irrespective of means and
mensurate with the increase in the cost of
ng). Retired members and others interested
uld write to their branch secretaries about it
nce, and keep writing until something is done.
here is to be a parliamentary election soon.
y not ask your local candidates if they will
port a bonus for all pensions, and thus help
"old contemptibles" ?

"FAIRPLAY."

SSIAN LOCAL GOVERNMENT
y "All Socialists" ?

her article on Russian local government in
the March journal, Miss D. M. Adams says
t there are no rival parties in Russia—"all
people are Socialists." (? Communists.)
s statement certainly does not agree with the
flict of many writers who, I suggest, know
re about Russian politics than does Miss
ams.

Assuming, however, that the statement is true,
w does it come about that all the people are
ocialists" ? I have just been reading Walter
ranty's "U.S.S.R.—The Story of Soviet
sia." Writing of the purge in 1937-38 he says :

The death roll ran into thousands, the number of
s into hundreds of thousands. These figures cannot
ontrolled, but it is known that from two-thirds to
e-quarters of the leading personalities in Russia
were purged, that is, expelled from the Party and in
many case executed . . . Two-thirds of the Soviet
diplomatic corps—ambassadors, ministers, and coun-
sellors of embassy or legation—were 'liquidated,' that
is their execution was announced, or they simply dis-
appeared . . .

"Nearly all those thus purged, liquidated, executed,
expelled from the party, were Communists, but that
was only a part of the dreadful story. In the downfall
of these leaders, rejected as 'enemies of the people,'
were involved countless numbers of their subordinates
and appointees, Communist or non-Communist, from
heads of departments down to office-boy or scrub-
woman. They were not arrested or exiled, but they
lost their jobs, with the result that every department
and directive unit in the country, civil and military,
agrarian and industrial, was in a state of turmoil.
Efficiency and teamwork disappeared ; no one dared
to give orders or show initiative ; one and all were
shaking in their boots."

This was less than two years before the war broke out. How the miraculous change that has since then created the local government heaven which Miss Adams paints came about will require very much more evidence than she produces to satisfy thinking people.

NOVOCASTRIAN.

Learn More about Russia

I WAS glad to see Miss Adams' article about Russian local government. We want more articles of this kind. Some people still have very vague and distorted ideas about Russia. I suggest, too, that all branches of N A L G O should link up with local Anglo-Soviet committees which are doing great work to bring about stronger friendship between the Russians and ourselves, and of which many prominent men and women, including mayors, councillors, and local government officers are members.

Croydon. LEONARD T. BARNES

SALARY DURING SICKNESS
Full Pay Too Much ?

MAY I suggest that the system of payment of salary to local government officers absent through sickness requires overhaul ?

My local authority gives full pay, less N.H.I. benefit at the *standard* rate, to sick employees for periods ranging up to 26 weeks, according to length of service, and thereafter half pay for a further period. Since N.H.I. benefit is exempt from income tax, tax is deducted only from the balance of pay, and no insurance stamps are needed—with the result that the sick employee is usually better off, to the extent of the saving of income tax, plus insurance stamps, plus any additional benefit added to his N.H.I. rate, than when he is working, while his fellow-employees have to do his work in addition to their own.

I suggest that, instead of paying full salary, sick pay should be fixed at, say, 75 per cent of full salary (less N.H.I. benefit), but given for a longer period before reduction to half pay. This would deter the work-shy employee tempted to shelter under an easily-obtained medical certificate, while it would leave the genuinely sick no worse off, and it would give him a longer period on the higher rate.

It is surely bad policy for a person to be better off when not working, than he is when working ; moreover, it is unfair to the steady employee.

Scotland. "STEADY WORKER."

NALGO'S TASK TOMORROW
More Professional Activities

THERE are three kinds of workers' association—the trade union, formed to protect its members from exploitation and to improve their service conditions ; the professional association formed by professional men of recognised standing to further their professional efficiency and give themselves a voice in national affairs ; and combinations of these first two.

N A L G O is such a combination, with the emphasis today on its trade union function. I hope to see the day when its activities will be 95 per cent professional and only 5 per cent trade union.

I warmly support the desire of N A L G O members to have their vocation raised to the status of a profession. At the same time, although energetic action to improve the lot of local government officers in the employ of backward councils might appear undignified in a professional association, this work must continue.

Failure to offer candidates for the service uniform and attractive conditions and pensions and uniform examinations for entry, devoid of local influence, will deny to the people of Britain that raising of the standard of local government administration which it will greatly need in the next half century. Increased efficiency in local government (chosen instrument of the central government in rebuilding and re-planning our towns), would accelerate and facilitate the implementing of the bright hopes for Britain's social renaissance. Whitehall must take vigorous steps to obtain it, and those who will benefit must not be mere spectators.

M.F.E. K. J. WAINWRIGHT,
Sgt. R.A.M.C.

NOTTINGHAM AND BONUS
Move for Increase Rejected

REFERRING to the letter signed by five members of the Nottingham branch which appeared on page 312 of the April journal, we ask you, on behalf of the executive committee of the Nottingham branch, to announce that the notice of motion (not resolution, as erroneously described in the letter) referred to was submitted to the executive committee at its meeting on March 14, 1945, and was not carried. The voting was 15 for the motion and 17 against.

A. WADE (Chairman, Executive Committee)
JOHN PEPPER (Hon. Gen. Sec.)
Nottingham.

The letter referred to complained that the cost of living bonus recently agreed to by the National Whitley Council was inadequate, stated that the signatories intended to move a resolution at their next branch executive meeting calling for immediate steps to obtain an increase of the award commensurate with the present cost of living figure, and urged members to take similar action.

READING OF HANSARD
A Norfolk Venture

MAY I support Mr. Whitehead's suggestion that N A L G O branches should organise Hansard clubs ? In December, 1942, I organised such a club among my then colleagues of the architect's department of Norfolk County Council. Copies of Hansard were obtained as published, and members were allowed to keep each issue for two days. Back issues were available for reference until they were eventually passed on to the Forces.

A small weekly subscription was fixed and any surplus was expended on Government White Papers or pamphlets of general interest.

This Club is, I understand, still in existence.

Lincoln. K. W. GRIMES.

THE JOURNAL YOU WANT
A Warrior's View

ALTHOUGH extremely busy, I feel that I must comment on the letters of F. A. G. Thorne and J. Yeoman, in the January and February issues of LOCAL GOVERNMENT SERVICE. I find it hard to believe that Mr. Thorne is serious, and I heartily second all that Mr. Yeoman says.

I find "L.G.S." thought-provoking, and at the same time extremely interesting. A nice balance is achieved between the "lighter" and "heavy" sides, and I get full enjoyment from both. I assure you, I would miss "L.G.S." very much, if it did not come along with its usual regularity, thanks to the activities of colleagues at home.

I say leave the journal alone—it cannot be bettered.

Proof of this, if needed, is the fact that fellow-officers, *not* local government officers, also find pleasure and food for thought reading my copies when I have finished. So carry on with the good work !

B.L.A. G. F. BROOKS (Lt., R.A.S.C.).

Where Do You Get It ?

"*FINALLY we see what it all costs. 'The local government services shown in this exhibition, and many others not shown, cost the citizens of England and Wales less than 3s. 6d. a week each—a shilling a week less than we spend to-day on drink, fivepence a week less than we spend on drink and tobacco'*"—*from description of N A L G O exhibition in the April "Local Government Service."*

This is the sort of finance we prefer every time ! We unhesitatingly plump for the drink *and tobacco* at 3s. 11d. rather than the *drink only* at 4s. 6d. And wouldn't you ?

Wimbledon. C. R. BOREHAM.

We should—if it were true. We apologise for the error. It should, of course, have read "a shilling a week less than we spend on drink, fivepence a week less than we spend on tobacco and cigarettes."

What Do Warriors Want? Thousands See Local Government Exhibition

By "ABINGDON"

THE agenda for Conference makes it clear that one of NALGO's first concerns during the coming months will be the successful re-settlement of the 40,000 or so of its members now in the Forces, and the absorption of the many wartime "temporaries" who have proved their worth and wish to remain in the service. Much progress has already been made. The National Whitley Council has adopted comprehensive plans for the rehabilitation of those discharged as unfit, and is considering the wider problem of those demobilised fit but out of touch with the work they left anything up to six years ago. Several branches have set up special committees to smooth over the many difficulties of adjustment that are bound to arise. The Government has adopted, or is preparing, flexible and comprehensive schemes.

But, so far, most of these plans are on paper only, and if they are to be practical and effective, it is essential that they should meet the needs of the men and women for whom they are intended. Do we know what the warriors want? Do we know how far their ambitions have been changed by wartime experience? Do we know how many of the "temporaries" wish to remain in our ranks, and on what terms? Obviously, the problems cannot be solved without clear answers to these questions.

Luton Gives a Lead

SOME progressive branches have not only realised this, but have set themselves to find the answers. Some months ago, we reported a big inquiry by the **Surrey County** branch. Now **Luton** has produced the interim results of an inquiry it began as long ago as last June.

W. H. LAKE, branch president, and A. E. NORTROP, the secretary, sent a letter to every member in the Forces, outlining some of the changes that had taken place in the service during the war, or were in prospect, and asking him to complete a questionnaire on his own hopes and ideas of the future.

Replies have now come in from every war front in almost every part of the globe, and accompanying comments show that this evidence of interest in their welfare has had an extraordinarily heartening effect on the fighting men; even those in the 14th Army now know that they are not "forgotten." The answers to the questionnaire are illuminating. Salary prospects clearly dominate them, one succinctly summing up his demands as "a house to live in and enough to live on." Out of 51 who replied, 48 want to return to local government, though two do not wish to remain in it long. Only three have been able to continue study satisfactorily, though more tried to do so. Some ask for refresher courses or literature on wartime developments, but most emphasise the difficulty, if not impossibility, of serious study while on service. But of the 51, 45 are emphatic in their intention to take up study on their return—"if not too near to retiring age."

Asked whether their work in the Forces had any relation to that at home, about 60 per cent said No, one adding: "it seems to have no relation with anything." A fortunate minority are continuing in the Forces the specialist work for which they were trained in local government, while a few have gained administrative experience.

On post-war ambitions, 15 of the 51 are interested in the possibility of relief work abroad, five would like to transfer to departments other than those they left (including four in the R.A.F. who would like airport work).

Luton has made a fine start with this questionnaire, and the report on it (copies of which, with a mass of relevant literature, have been sent to the branch's serving members). But work of this kind must not be left to single progressive branches. Could not district committees take it up, co-ordinate the questionnaires, and the replies received, and thus make, district by district, a national survey of the needs of NALGO's warriors? If that were done, we should have the facts on which real progress might be made. Nor should the inquiry be confined to warriors alone. There are the permanents who, though remaining at home, have spent the war years doing jobs that are likely to end with the war, and the temporaries who wish to make a career in the service. We must study their needs also. The value of our solutions will depend on the extent to which they are based on facts rather than on theories.

Pertinent Questions—and Answers

ON a different tack is a questionnaire sent recently by **Doncaster** branch public relations sub-committee to its members at home. Twenty-seven questions were asked, ranging from "Are you satisfied with the branch executive?" to "Are you interested in a civic theatre?" About 40 per cent of the members replied, and the executive should be flattered by the fact that, of

"Now we come to the election of two women representatives on the N.E.C. Can anyone lend the secretary a pin?"

these, 88 were fully satisfied with it, 11 were partially satisfied, and only 12 were not satisfied. Less satisfactory was the fact that 26 felt that they had derived no benefit from their NALGO membership (against 69 who knew that they had), although 93 paid their subscriptions regularly and willingly, against 19 who paid regularly but unwillingly.

Of most interest to me was the information that 66 read LOCAL GOVERNMENT SERVICE thoroughly, 43 read it partly (which parts, I wonder?) and five did not read it at all (the branch magazine "At Your Service" came off much better, with 107 readers, 4 partial readers and only one non-reader). Of those who were apathetic towards "L.G.S.," 18 found it dull, stodgy and uninteresting, five thought it too technical, and 22 gave no reason. It would be interesting—and helpful—to know how members in other branches would answer these questions. One day, perhaps, we may be able to find out, with a national questionnaire. In the meantime, Doncaster's executive looks like having a busy time working out the changes in branch organisation the replies suggest.

Eighty Exhibitions Arranged

NALGO's exhibition seems to be proving more popular than even its organisers hoped. Fresh from its London showing, the big exhibition was opened by the deputy Lord Mayor of Bristol at the Art Gallery on April 23, and this month will be seen in Dundee and Coventry, before going on to Manchester in June and Cardiff and Leeds in July; it is fully booked up for the next twelve months. The smaller facsimile has already been seen in Hereford, Nelson, Sutton-in-Ashfield, Poplar, and Long Eaton—where visitors averaged 2,000 a day—and has been booked for more than 80 other towns, while many more are considering dates.

In most places, local authorities are co-operating readily, supplementing the exhibition with local material, forming joint committees with the branch to plan a comprehensive and effective display, and making substantial financial contributions. In [illegible] £300 and another [illegible] £500. Some are incorporating the exhibition in their "Holidays at Home" schemes, and [illegible] are buying sets for permanent use in [illegible] libraries or for hire to [illegible]. Already, therefore, it looks as though the [illegible] cautious policy in booking this exhibition for wartime has been fully justified.

Brains Trusts Booming

The boom in branch public relations [illegible] continues, with brains trusts evidently leading the way in popularity. In the past few weeks I have heard of nine in seven towns:

Blackpool—where, notwithstanding a refusal [illegible] the town council to co-operate, four councillors took part, one as question-master, with four chief officers, an audience of 400 filled the hall, and scores were turned away;

Bury St. Edmunds—where the brains trust was linked with a display of the exhibition;

Halifax—where, although the council as a body declined its support, three councillors joined the officers as "brains."

Hampstead—where officers from every department answered the questions of men and women from London A.A. batteries.

Reading—where the chairman of **Berkshire** county council and two county aldermen, with the clerk to the council, the county valuer, and the Reading M.O.H. faced a council chamber packed with questioners. Here, incidentally, a guinea prize for the best question was won by a member of the branch who wanted advice on how to create more public interest in local government—to which one of the "brains" replied: "Put up the rates!"

Stretford—where three separate "trusts" were held, in different parts of the borough; and

Tottenham—where a party of men in the Forces rounded off a course on local government which had included a visit to a council meeting and a talk by the borough engineer.

Other public relations activities of which I have heard recently include continuing series of lectures at **Halifax** and **Stretford** (still keen rivals as the most progressive branches in this work).

Six P.R.O.s for One Branch!

BUT even these stalwarts will need to look to their laurels when **Urmston** branch gets moving. For Urmston, realising that public relations has many facets and, if it is to be well done, calls for hard and specialised work, has appointed not one but six public relations officers, each of whom is responsible for one or more of six "departments"—speeches, lectures and press articles (including the finding and training of speakers and writers); exhibitions, novelties and entertainments (including brains trusts, though it is not specified whether these are "exhibitions" or "entertainments"); research (for public relations material and into public methods); publications (wall newspapers, branch magazine, and pamphlets); printing and reproduction; and finance of the campaign.

In addition, two members of the committee act as liaison officers with the press, the local authority, other organisations, branch social activities, and other branches, while the chairman co-ordinates it all.

This strikes me as a first-rate scheme, having the double advantage of spreading the work over several members (and thereby widening interest in the branch) and of ensuring that a big programme is tackled without asking too much of one willing horse. Other branches might like to adapt the idea to their own circumstances.

Students in Arms

THE local government study group formed [illegible] 70 NALGO members in Cairo, [illegible] I mentioned in December, has been followed by two more—one at Alexandria and one in South East Asia. Of the former, CPL. A. F. BROWN (**Southport** branch) tells me that it has organised a visit to the local municipal waterworks, and has held three meetings, at which the members discussed papers by J. G. TURNBULL (**Ilford**) on the financial aspects of regionalisation, and MR. MORGAN (**Kent C.C.**) on regionalisation and the White Paper on local government reform (in the discussion on which the group plumped for a one-tier system of all-purpose authorities). The group is working with the Army education authorities, is in contact with the Cairo area, and is inviting all local government officers in the area to get in touch with it.

Of the S.E.A.C. group, L/A/C. T. F. HOLT (**Stourbridge**) tells me that it included [illegible] from the L.C.C., Cornwall, Durham C.C., Chesh[illegible]

(Continued at foot of next page)

From My Bookshelf—For Yours

By EDWARD KAY

s For Planning—One of the most fascinating utions to the study of national planning I have seen is *Maps for the National Plan*, ed by the ASSOCIATION FOR PLANNING AND AL RECONSTRUCTION (Lund Humphries, The book is intended to provide a back- to the Barlow, Scott, and Beveridge s. It contains thirty-seven maps, each ting some economic, physical, or social teristic. Two maps are called "The Old e Young"; they show, in 1911 and 1931 ively, the number of children per old in various parts of the country, and thus e a visual confirmation of the trend to age levels. Other maps illustrate the of population in various parts in 1931 one hand and the changes in population between 1931 and 1938 on the other. ad sunshine, the distribution of electricity, hools, doctors, unemployment, good and bad lands, village halls, high and low rents, and overcrowding are among the other themes. For once a publisher's "blurb" justifies quotation: "through these maps statistics come to life."

The Permanent Past

"IT is the permanent past, not the fleeting present which will be the basis of the permanent future." So says SIR ERNEST BARKER in his new book "*The Development of Public Services in Western Europe*, 1660-1930." (Oxford, 5s.). This is a book for planners, for it deals with basic principles, using historical events as illustrations of broad tendencies; much can be learnt, not so much from the historical detail, as from the examination of ends and means as a guide for future statesmanship. Sir Ernest Barker describes the essential features in the system of taxation, military organisation, and social services, in England, France, and Germany, since 1660.

Voluntary Social Services—The annual report of the NATIONAL COUNCIL OF SOCIAL SERVICE carries to the end of 1944 a story of valuable service now extending over 25 years. Between the wars, the National Council's outstanding functions lay in the co-ordination of voluntary endeavours by a wide range of organisations; its efforts were particularly concentrated on ameliorative measures among the unemployed and fostering community life in the new suburban housing estates. The war has furnished fresh and equally valuable tasks, notably the creation and maintenance of Citizens' Advice Bureaux (which have answered eight million inquiries in five years) and the promotion of studies like those described in "Our Towns"; "A Close-up" (social conditions revealed as a result of urban evacuation) or "Dispersal" (debating the possibility of the permanent settlement out of London of office workers). The National Council has rationalised voluntary effort in the field of social service; it is integrated with governmental institutions in such activities as the advice bureaux, and it has established high standards of administration and research. In its post-war activities it looks forward to fostering and stimulating the many branches of social service, particularly for the good of young people and for the old who by 1971 will number close on ten millions.

Scott and Uthwatt—In *Planning Tomorrow's Britain* (Frederick Muller, 4s.), Mr. E. H. BULLOCK, deputy town clerk of Hull, provides a summary of the Scott report in 46 pages, and of the Uthwatt report in 28, followed by a statement of the nine unanimous conclusions of the Barlow Commission. Specialists in the three fields may complain that the space is not allocated in proportion to the importance of the subjects, but the layman will thank Mr. Bullock for his condensation and his Spartan impartiality. He has so powerful a grasp of his themes that one wishes he would sometimes enter the controversial arena and give us a few ideas of his own.

Planning Merseyside—The great dock system of Liverpool and its surrounding towns provides a specialised field of employment which presents the familiar difficulties of a narrow basis of economic life. In 1939, dependence on the port led to an unemployment rate twice that for the United Kingdom as a whole; if this risk is to be avoided after the war, 100,000 workers must find other scope for their activity. This factor, added to the shortage of surrounding land other than what is better used for agriculture, has led MR. F. L. THOMPSON, in his *Merseyside Plan* (Stationery Office, 7s. 6d.), just prepared for the Ministry of Town and County Planning, to reject the idea of satellite towns. To overcome Liverpool's twin evils of overcrowding and unemployment, Mr. Thompson would rely on development in suburbs running in "radial spurs" and on the expansion of a variety of light industries. A study of the book raises the question whether Merseyside is really a proper area for regional planning, or whether it should not be merged with the rest of South Lancashire.

Poverty and Tuberculosis—Is poverty still factor in keeping up the tuberculosis rate? In 1942, the NATIONAL ASSOCIATION FOR THE PREVENTION OF TUBERCULOSIS co-operated with the Committee for the Study of Social Medicine to enquire into the income and food expenditure of tuberculosis households. Their report, published at three shillings, reveals the extent to which lack of means hinders the cure of tuberculosis patients and imposes hardship on their families. The new financial allowances introduced in 1943 have improved things, but they are insufficient and are not payable to all who need them.

A NALGO DIARY

(Continued from preceding page)

Warwickshire, Doncaster, Edmonton, Smethwick, Walthamstow, and **Guildford Rural** branches, s discussed papers on valuation and municipals, together with "bread and butter" ms and affiliation to the T.U.C.

aining the Wounded

EN shell eggs were on the menu—to the extent of almost one per man!" WSON, secretary at **Leicester**, tells me of his 's latest entertainment for wounded men. were 50 guests and so much food—all by members—that after the feast boxes ent to each of the five hospitals from which sts had come. The women's sub-committee e catering—involving eight to nine hours' work after Saturday morning at the office. ntertainment included dancing, games, a ng artist (member of the branch), films, and ert party.

gain we had confirmation that this type of in hospital routine is greatly welcomed," awson adds. "I am sure that anything n do to induce other branches to undertake pe of party will be richly rewarded, both y by the obvious pleasure given, and tly by the goodwill built up towards G O and local government generally."

s—and Drama

ER branch activities of which I have heard ately include an impressive Spring exhibi- rranged by the Horticulture Section of inster city council branch—which evidently es many first-class gardeners, and the offer llington Town Hall Players to present with- e and anywhere in the London area, to als, wounded soldiers, or for charity, the y play, "No One Will Know," written by ED BURR, one of their members.

th Wales Conference On Social Welfare

nsored by the University of Wales and zed by a committee representing national ocal government and voluntary agencies, ing NALGO, a conference on social e is to be held at Cardiff on June 9. Papers read on the reconstruction of the social s, statutory and non-statutory duties, and aining of personnel. Members interested write for details to the secretary of the zing committee, Edward Taylor, 38, West- oad, Penylan, Cardiff.

irements

HAWORTH, accountant and chief financial , **Walton-le-Dale U.D.**, after 51 years in local ment service, 38 of them at Walton-le-Dale. HARD HEXT, for 18 years secretary of the **Wales district sub-committee**. He is suc- l by G. A. MORGAN, **Hawarden.**

H. LEGH-SMITH, city treasurer, Liverpool, tired from the presidency of the North- rn district committee.

VIN PARKER, borough engineer and surveyor, rd, a founder member of the branch in nd one time treasurer and secretary (the rom 1915 to 1925), after 38 years' service tretford corporation. He is succeeded by his , A. H. PERRY, a former member of the executive.

DIPLOMA IN PUBLIC ADMINISTRATION

Wolsey Hall prepares candidates for London University D.P.A. Examinations by means of up-to-date postal courses drawn up and individually conducted by highly qualified graduate tutors. A Guarantee is given that in the event of failure, tuition will be continued *free of charge*. At the 1944 (External and Extension) exams, 21 WOLSEY HALL students passed, forming nearly HALF THE PASS LISTS.

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VICTORIA CROSS FOR MISSING NALGO PILOT

"Conspicuous Bravery—Record Beyond Praise"

WE are proud to record the award of the Victoria Cross to a member of NALGO. He is Acting Squadron Leader ROBERT ANTHONY MAURICE PALMER, D.F.C. and Bar, 109 Squadron R.A.F., formerly chief cost

Squadron Leader Palmer

clerk in the borough treasurer's department at Gravesend. He was reported missing after a particularly hazardous daylight operation over Cologne last December. He was 24.

His V.C. is the 18th to be won by a member of the Royal Air Force during the war, and, so far as our records show, the first to be won by a member of NALGO. The citation states:

"Squadron Leader Palmer had completed 110 bombing missions. Most of them involved deep penetration of heavily defended territory; many were low-level 'marking' operations against vital targets; all were executed with tenacity, high courage, and great accuracy.

"He first went on operations in January 1941; he took part in the first 1,000-bomber raid against Cologne in 1942; he was one of the first pilots to drop a 4,000-lb. bomb on the Reich. It was known that he could be relied on to press home his attack whatever the opposition and to bomb with great accuracy. He was always selected, therefore, to take part in special operations.

"The finest example of his courage and determination was on December 23, 1944, when he led a formation of Lancasters to attack the marshalling yards at Cologne in daylight. He had the task of marking the target, and his formation had been ordered to bomb as soon as the bombs had gone from his, the leading, aircraft. Some minutes before the target was reached his aircraft came under heavy anti-aircraft fire. Two engines were set on fire and there were flames and smoke in the nose and in the bomb bay.

"Enemy fighters now attacked in force. Squadron Leader Palmer disdained the possibility of taking avoiding action. He knew that if he diverged the least bit from his course he would be unable to utilize the special equipment to the best advantage. He was determined to complete the run and provide an accurate and easily seen aiming-point for the other bombers. He ignored the double risk of fire and explosion in his aircraft and kept on. With his engines developing unequal power, an immense effort was needed to keep the damaged aircraft on a straight course. Nevertheless, he made a perfect approach and his bombs hit the target.

"His aircraft was last seen spiralling to earth in flames. Such was the strength of the opposition that more than half of his formation failed to return.

"Squadron Leader Palmer was an outstanding pilot. He displayed conspicuous bravery. His record of prolonged and heroic endeavour is beyond praise."

"Bob" Palmer, is the son of Mr. and Mrs. A. R. F. Palmer, of 52, Bellman Avenue, Gravesend, and was born at Gillingham, Kent, on July 7, 1920.

On leaving the Gravesend County School for Boys he entered the service of Gravesend Corporation as a junior clerk in the borough engineer's department in 1936. Here, in the words of his chief, "he showed his worth immediately and within twelve months, by his capacity and his anxiety and ability to accept responsibility, had broken the bonds of regular promotion, which is slow, and been appointed our chief cost clerk at the unusually early age of 17. In this position he was responsible for costing work valued at tens of thousands of pounds a year, and he did it with ability and distinction unusual even in men twice his age. He was a charming fellow, with character and interest in others made him one of the most popular members of the staff."

He was being considered for further promotion when, in 1939, he was called up as a member of the R.A.F. Volunteer Reserve. His progress in the R.A.F. was equally rapid. After serving as a sergeant-pilot, he was commissioned in 1941 and promoted acting squadron leader last year. He was quickly selected for special operations calling for coolness, accuracy, and determination, and in the twelve months ending with his last sortie was twice mentioned in despatches, was awarded the D.F.C. and a bar to the D.F.C. For his work as an airman, his Squadron Commander wrote:

"He was the type of officer whom every Squadron Commander wants to have in his squadron but few have the good fortune to find. The interest he took in his work and his loyalty to his squadron, coupled with his eagerness to engage the enemy, made him an outstanding captain, and his personality and energy made him popular and respected by all ranks."

NALGO ROLL OF HONOUR

H.M. Forces.

KILLED OR DIED ON SERVICE

Ashard, Cpl. H. P., R.A.O.C., treasurer's dept., Wanstead and Woodford (whilst prisoner in Far East).

Broadbent, F/Lt. E., R.A.F., engineer's dept., Halifax.

Christopher, Pte. J. S., Parachute Regt., housing dept., Hereford.

Clarke, T. F., R.A.S.C., finance dept., Ruislip-Northwood U.D.

Cotton, Tpr. J., 19, 3rd and 4th C.L.Y., treasurer's dept., Great Yarmouth.

Davison, E. A., electricity dept., Worthing.

Deakin, S/Sgt. T., R.A., architect's dept., Stoke-on-Trent.

Foster, F/Sgt. J. J. W., R.A.F., treasurer's dept., Leamington Spa.

Gloyns, L/Sgt. D. E., R.C.S., clerk's dept., Surrey C.C. (formerly assistant secretary, and from the outbreak of war until his call-up, secretary, Surrey branch).

Hall, F/Sgt. S. J., R.A.F., surveyor's dept., Herts C.C.

Harrop, F/O E., R.A.F., architect's dept., Manchester.

Hull, F/Lt. W. E., D.F.C., R.A.F., medical dept., Herts C.C.

King, Lt. W. J., S.I.A.C., engineer's dept., Fife C.C. (This officer's name was incorrectly given as Kemp in last month's Roll of Honour.)

Makinson, Cpl. E. K., H.L.I., engineer's dept., Staffordshire Potteries Water Board.

Morgan, Cadet E., R.A.F., surveyor's dept., Carmarthen C.C.

Paul, F/O. D. E., R.A.F., architect's dept., Stoke-on-Trent.

Pavall, Lt.-Cdr. E., treasurer's dept., Glamorgan C.C.

Watson, Sgt. A/G. R., 19, R.A.F., apprentice sanitary inspector, Stirling C.C.

Whitefoot, Sgt. Nav. D., R.A.F., treasurer's dept., Monmouth C.C.

Wignall, Lt. J. W., E. Lancashire Regt., town planning dept., Preston.

Wilde, F/O. J. H., R.A.F., treasurer's dept., Manchester.

Woolley, F/Sgt. R. A., R.A.F., clerk's dept., Tonbridge R.D.

Young, F/O. P. N., R.A.F.V.R., highways dept., Essex C.C.

MISSING.

Evans, F/Lt. J., R.A.F., welfare dept., Glamorgan C.C.

Evans, F/O. W. T., R.A.F., education dept., Montgomery C.C.

Gray, W/O A/G. I., R.A.F., rates dept., Tonbridge R.D.

Harris, W/O Nav. G., R.A.F., surveyor's dept., Preston.

Leese, F/O. C. E., R.A.F.V.R., clerk's dept., Uttoxeter U.D.

Marchant, J. E., Warwick C.C. (believed killed at sea).

Thorpe, F/O. L. A., R.A.F., gas dept., Manchester

Tipper, F/Sgt. J. C., R.A.F., surveyor's dept., Tonbridge R.D.

RELEASED PRISONERS.

Darnley, P.W.O. J. C., R.A.F., health dept., Croydon.

Millward, P/O. J., R.A.F., health dept., Preston.

Nash, Capt. M. T., accountancy assistant, Essex Rivers Catchment Board.

Civilian.

DIED.

Jones, K., engineer's dept., Romford—injuries resulting from enemy action.

AWARDS TO MEMBER

D.S.C.

Pemberton, Lt. R., R.N.V.R., architect's d Stoke-on-Trent—for courage, skill, and det nation as senior pilot of a naval air squadr many successful operations off the coas Norway.

M.C.

Griggs, Lt. J. P., R.A.C., finance dept., Cro —for services with the B.L.A.

Pattenden, Capt. E. C., R.E., engineer surveyor's dept., Hendon—on September 1944, Capt. Pattenden commanded a troo armoured vehicles during the assault on Cap Griz Nez garrison. The ground was b cratered, it was impossible for the flails to ope and Capt. Pattenden's troop was detaile make a gap to get the rest of the armour thro He encountered a water ditch, but quickly one of his fascines up, overcame the obs and continued the advance. Shortly after one tank was blown up on a mine, and his got bogged in a crater, while his troop under machine-gun fire from enemy pillb Despite these mishaps and difficulties, Pattenden continued to force his way thro and eventually made a complete lane for al armour.

By his coolness, brilliant leadership, aggressive action Capt. Pattenden brought first phase of the attack to a successful conclu Later, he led his troop in support of the inf on the final position. The attack might taken 24 hours longer but for his action, w doubtless saved the lives of many Canadian causing the enemy to capitulate.

Scholes, Lt. T., R.C.S., clerk's dept., H stead—for gallant and distinguished servic N.W. Europe.

D.F.C.

Clare, F/Lt. D., R.A.F., weights and mea dept., Coventry.

Laws, F/O. R., R.A.F.V.R., engineer's d Blyth.

Parry, F/O., O. A., R.A.F.V.R., weights measures dept., Blackpool—F/O. Parry completed a tour of operational duty throug which he has displayed great skill and cou He has led his flight, and at times his squa with great coolness and efficiency, and inflicted considerable damage on enemy ve and supplies. Both in the air and on the gr this officer has set an excellent example an materially contributed to the many succ achieved by his squadron.

Rimmer, Sqdn Ldr. T., R.A.F., Sharoe Hospital, Fulwood (previously mentione dispatches).

Shiel, P/O. T., R.A.F.V.R., rating Seaton Delaval—for great gallantry, outsta leadership, and great devotion to duty serving in the Middle East.

Stretchman, F/Lt. F. A., R.A.F.V.R., treas dept., Edmonton—for gallantry and devoti duty.

(A number of awards are unavoidably held until next month.)

Radio for everybody to be "laid on" like water or gas?

TOUCH a switch — and without further trouble there is the best that the world of radio can offer, reproduced as clearly as if you were in the studio. That is what radio engineers promise for every home after the war.

★

The possibility of having radio entertainment "laid on" in the same way as electricity, gas, and water supplies was the coming thing just before the commencement of this war. In many towns it had already become possible to have a radio "main" connecting your house by private wire to a central control room from which programmes were distributed to subscribers. This was made possible by Rediffusion engineers.

★

Throughout the war the Rediffusion service has been operating and an increasing number of listeners have become aware of its advantages. After the war, it is reasonable to predict that all householders will want to be connected to this service: They will be able to take advantage of all the experience gained through the operation of the service under war conditions, and by the movement of a simple switch, enjoy, under ideal reception conditions, the best that radio can offer.

★

The advantages of this "wired wireless" are numerous. Outstanding is the fact that by transmitting programmes entirely by wire, all outside interference and distortion are eliminated. B.B.C. programmes on this system can be heard exactly as they are produced in the studio. Programmes from foreign stations are received on specially designed aerials which are situated in the best possible reception areas, then retransmitted by private wire to Rediffusion subscribers. Once installed, the system is maintained in perfect order free of charge. Only a small weekly charge is made for the service.

Rediffusion also equips factories for broadcast communications and factory music.

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*Our customers are surprised at the amount of stock we still carry. If you need a suit or overcoat (ready to wear or made to measure), a raincoat, sports jacket, hat, flannels, shirts, underwear, or anything else a man wants to wear, take the lift or stairs to our showrooms on first and second floors. Payment can be cash or according to the K.B Plan**

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Scotland Needs Better Training Facilities

THE efficiency of local government is one of NALGO's primary interests: indeed, it is an urgent necessity if we are to provide the community with the social and other services that will be needed in the post-war years.

The metropolitan area education committee has given a lead with its proposal to set up a centre in London where practical administration may be studied under the guidance of experts. This is an essential supplement to professional qualifications which, while essential for the higher posts, are no guarantee of administrative efficiency. If we are to secure maximum efficiency, the system whereby entrants to the service, qualified or otherwise, are left to find their own way by trial and error must be replaced by facilities which will guarantee a well-balanced training in administration.

In Scotland, education has always been regarded highly, and the provision of adequate machinery for post-entry training should not be difficult. The Joint Industrial Council should be the medium through which it is established on a national basis.

The industrial set-up in Scotland, with its four principal cities, industrial and cultural centres, offers great opportunities for a scheme similar to that propose for London. Were a centre to be formed in each of the cities, working under the guidance of the Universities and with the practical assistance of leading officers, and were each to provide appropriate non-residential courses, the maximum number of students could be served at minimum cost and inconvenience.

The Education Bill makes similar provisions for vocational training facilities as does the English Act. All that is needed, therefore, is imagination and an appreciation by local authorities that in this way they can ensure the proper training for all their staffs.

Steps are already being taken to further this object, and branches will do well to give it their consideration and as much support as possible.

NALGO has been accused of neglecting Scotland in its educational policy. But Scotland, too, has neglected the opportunities which have been offered in the past. Given the necessary encouragement, we may now be able to lay the foundation of a national institution, which will help to attract the best type of officer to the service, to the benefit of local authorities and the community.

Congratulations To—

THOMAS ALKER, town clerk of **Oldham**, elected president of the North-Western district committee.

WILLIAM DONALDSON, former member, **Scottish Eastern Border Counties** branch, appointed Ministry of Food divisional officer for N.E. Scotland.

HAROLD GRAHAM, borough treasurer of **Tynemouth**, appointed treasurer and comptroller, Metropolitan Water Board, and HAROLD MOBBERLEY, president, Tynemouth branch, who succeeds him as treasurer.

ALBERT JONES, solicitor and deputy town clerk at **Stretford**, appointed town clerk of **Leigh**, Lancs.

F. R. LOWTHER, borough treasurer, **Haverfordwest**, and MRS. E. M. WILLIAMS, rate collector, on having not a penny of rates arrears four days before the end by the financial year.

A. E. ODELL, town clerk's department, **Southwark**, member of NALGO's N.E.C., and acting secretary, Metropolitan district committee, appointed deputy town clerk, **Poplar**.

W. H. SCARTH, clerk and treasurer, **Roxburgh C.C.**, appointed to the Allied Civil Commission for Austria.

J. MAC NAB WEIR, first chairman, **Stirling** burgh branch, appointed burgh chamberlain.

DAVID TAYLOR, **Renfrew C.C.**, appointed town clerk of Musselburgh.

NORMAN WOODCOCK, NALGO district officer in **Yorkshire**, recently given a silver cigarette box and cheque by the South Western district committee in recognition of his five years in the South-West.

Obituary

E. G. Ariss & A. E. Harris

We regret to record the deaths of:

E. G. ARISS, vice-chairman, Manchester branch, and well remembered as a provocative and forceful speaker at many annual Conferences.

A. E. HARRIS, surveyor, **Battle** R.D.C., and vice-chairman, Battle branch, aged 62.

SALARIES AND SERVICE CONDITIONS

NORTH WESTERN AND NORTH WALES

Windermere U.D. and **Burnley, Colne,** and **Nelson Joint Transport Board** have agreed to pay 60ths instead of 120ths for non-contributory service.

Model grading schemes have been prepared and submitted to **Cumberland C.C.** and **Ennerdale R.D.**

The provincial council appeals committee has deferred its decision in the case of the sanitary inspector to **Congleton R.D.**, pending further negotiations on the salaries of sanitary inspectors generally. An appeal for the regrading of the maintenance officer in the **Oldham** public health department was allowed, but a number of appeals from **Bury** were deferred, pending investigation by the joint secretaries of the provincial council.

On joint representations by NALGO and the National Association of Baths Superintendents, **Liverpool** corporation baths and water committees have decided against a suggested amalgamation of the two departments.

NORTH EASTERN

The Provincial Council appeals committee has awarded that the Association's claim for the regrading of 36 officers employed by **Wallsend B.** be granted in full in respect of 28 officers and in part for seven officers. The claim in respect of one officer was rejected. Wallsend council has adopted the award with effect from April 1, 1944.

Middlesbrough C.B., on appeal by the district officer, has regraded 92 officers in the provincial council scales, improved the scale for temporary officers, and adopted the award of the appeals committee for an increase in the salary of the chief weights and measures inspector to £500 p.a.

Tynemouth C.B., Hartlepool and **Jarrow B.s, Ashington, Bishop Auckland, Blaydon, Consett, Gosforth, Newburn, Prudhoe, Seaham, Skelton & Brotton, Stanley, Washington U.D.s,** and **Lanchester R.D.** have adopted the provincial council's sick pay regulations—which have now been accepted by 27 authorities.

Tynemouth C.B., Blyth, Stockton-on-Tees, Wallsend, and **Blaydon B.s, Consett, Felling, Seaton Valley, Stanley,** and **Washington U.D.s,** and **Easington R.D.** have adopted the provincial council scheme for annual holidays.

Haltwhistle R.D. and **Bedlingtonshire U.D.** have agreed to pay 60ths for all non-contributory service.

SOUTHERN

Basingstoke and **Bradfield R.D.s** have become constituent members of the provincial council and **Bradfield** has adopted the provincial council salary scales.

Berkshire C.C., Aldershot, Aylesbury, and **Windsor B.s** and **Bradfield R.D.** have adopted the provincial council scheme of service conditions.

Of the 94 authorities in the area, 59 are members of the provincial council, 44 have adopted the salary scales, and 30 have adopted the service conditions. The provincial council is to discuss the implementation of its recommendations by constituent members.

SOUTH WESTERN

Pending the advent of the new national scales, **Plymouth C.B.** has improved its existing scales. The new scales are:

Men: Grade I, £70 (at 16)—£260 (at 28); II, £270 + 10—£290; III, £300 + 10—£330; IV, £335 + 15—£380; V, £385 + 15—£430; VI, £435 + 15—£480; VII, £450 + 15—£530; VIII, £500 25—£600; IX, £600 25—£700.

Women: Grade I, £70 (at 16)—£175 (at 24); II, £175 + 10—£195; III, £195 + 10—£225; IV, £235 + 10—£275.

Sturminster R.D. has adopted a scheme of service conditions similar to the model scheme negotiated last year between the Association and Sherborne U.D.

Several grading schemes have been prepared by the provincial council.

We announced last month that Bristol C.B. had increased superannuation allowances for non-contributory service. This should have read **Bath C.B.**

Cost of Living Unchanged

The Ministry of Labour cost of living index remained unchanged last month at 202, representing an increase of 30·3 per cent since the outbreak of war.

NALGO PROVIDENT AND BUILDING SOCIETIES
Send your Passbook for Audit

The audit of passbooks of the NALGO Building and Provident Societies for 1944 is now in progress. Shareholders and depositors in the Building Society and contributors to the various schemes of the Provident Society should hand their passbooks to their local correspondents for bulk consignment or, if they prefer, send them direct to NALGO, 24, Abingdon Street, London, S.W.1, in accordance with the following programme:

Metropolitan District (if not yet audited)—immediately;
North-Western and North Wales and North Eastern Districts—before May 12;
Yorkshire, East Midland, West Midland and Eastern districts—between May 14 and June 23.
South Eastern, Southern, South Western, South Wales and Monmouthshire, and Scottish districts—between June 25 and August 4.

Evidence of Association membership—the member's subscription card Subs. 1, or an individual or group certificate from the branch honorary treasurer—should accompany the passbooks, unless the investor or contributor is not eligible for membership of NALGO. Should this evidence not be readily available, however, the forwarding of books should not be delayed: the evidence will be obtained later.

Tribunal Rejects NALG Pension Claim

IF a man, apparently perfectly normal [illegible] was conscripted for the Forces, is di[illegible] two years later with mental illness, should receive a pension? This was the problem w[illegible] NALGO took recently before a Ministry Pensions appeals tribunal. The tribunal [illegible] the appeal.

The man, a local government officer e[illegible] by a county borough in the North Western [illegible] joined the R.A.F. at the age of 28. He u[illegible] several medical examinations and, apart [illegible] defective vision, was classified Grade I [illegible] crew. After two years' service he was disc[illegible] with schizophrenia. The corporation [illegible] officer considered him worthy of trial in his for[illegible] job in the finance department, but he soon pro[illegible] quite unfitted and was later certified and sen[illegible] the county mental hospital.

His brother, also a local government offi[illegible] applied on his behalf for a war service pens[illegible] on the ground that his mental disorder was cau[illegible] by war service. The application was rejected the Ministry of Pensions, whereupon NALG[illegible] appealed to the tribunal.

For the appellant, Mr. Stephen Dun[illegible] assistant district officer, claiming a pension [illegible] "aggravation," argued that, as he had live[illegible] normal life for 28 years before entering the For[illegible] but was mentally ill when he was discharged, [illegible] responsibility for his breakdown should be be[illegible] by the Government, in whose service he had b[illegible] for two years. While not contending that [illegible] seeds of the condition were acquired during [illegible] service, NALGO claimed that any tenden[illegible] he might have had towards mental breakdo[illegible] would not have revealed themselves but for [illegible] war and his removal from home life and a c[illegible] genial occupation.

The senior officer of the man's department [illegible] that his services before entering the Forces [illegible] been perfectly satisfactory, and it was theref[illegible] to be presumed that something had happened [illegible] those two years to change him from a nor[illegible] individual to a person of peculiar anti-so[illegible] tendencies.

The Ministry of Pensions officer defending [illegible] Ministry's decision, declared that no case [illegible] schizophrenia was directly due to service. T[illegible] view was upheld by the tribunal.

Benevolent Fund Aids Th Limbless Now

THE Benevolent and Orphan Fund has p[illegible] vided yet another benefit for memb[illegible] In future, any member who loses a leg m[illegible] through the Fund, obtain an artificial one a[illegible] discount of 10 per cent.

The legs will be supplied by Messrs. J. E. Har[illegible] & Co., Ltd., of Roehampton House, Roehampt[illegible] London, S.W.15, one of the leading makers, w[illegible] branches in the larger cities. An illustrated bo[illegible] let and further particulars may be obtained fr[illegible] Headquarters, but applications for letters [illegible] introduction should be made through [illegible] secretaries.

Many branches are doubtless planning Vict[illegible] dances and other celebrations. Why not h[illegible] them in aid of the Benevolent and Orphan Fu[illegible] and thus help the widows and orphans of [illegible] whose sacrifice has made our victory possib[illegible]

Dances, draws, and other social activi[illegible] continue to bring in money for the fund, re[illegible] donations from this source including:

Acton, £16 10s.; Berks county women's commi[illegible] £13 0s. 6d.; Bristol, £37 12s.; Colwyn Bay (inclu[illegible] special donations from members), **£43 3s. 7d.; [illegible] lington** (four dances), **£200; Dudley, £41 14s. [illegible] Eccles, £20; Hornsey, £20; Ilford women's commi[illegible] £4; Mansfield** (whist drive organised by women [illegible] **£18 16s.; Meriden, £4 4s.; Solihull, £8 10s. 2d.; So[illegible] Coldfield, £33 3s. 9d.; Windsor** (Maidenhead [illegible] **£30 13s. 11d.**

Other money-making ideas adopted rece[illegible] include a football pontoon organised by [illegible] **Maidenhead** section of **Windsor** branch w[illegible] brings in £1 11s. 6d. a week; a Christmas [illegible] designed by MR. G. MCVAY, of **Sputh Shield[illegible]** which 4,000 copies were sold, providing £4[illegible] for the fund; sale of objects made by [illegible] **county** guild handicraft group, which has [illegible] duced another £100 4s. 6d.; a social [illegible] held in celebration of a visit by the [illegible] MR. A. A. GARRARD, to **Bexley**, wh[illegible] £4 4s.; a pantomime at **Atherstone**, [illegible] £15 6s.; and collections made by **Essex** co[illegible] branch in hospitals and sub-branches, [illegible] £85.

In addition, **Merthyr Tydfil** has sent £[illegible] as a tribute to two members killed in the [illegible]

ERDEN RURAL DISTRICT COUNCIL.

ppointment of Additional Sanitary Inspector.

lications are invited for the above appoint-

licants must possess the Cerificate of the Sanitary Institute and Sanitary Inspectors' nation Joint Board, and the appointment e subject to :—

The consent of the Ministry of Health.

The provisions of the Sanitary Officers (Outside London) Regulations, 1935.

The provisions of the Local Government Superannuation Act, 1937.

ry will be within the range of £270 per , rising by annual increments of £15 per to £315 per annum, plus cost-of-living as fixed from time to time by the Southern Counties Provincial Council.

erence will be given to ex-Service men, ally those partially disabled. Applications serving men will be considered; these state Service particulars and probable of discharge. If an ex-Service man is ited the Council will give every assistance aining for him housing accommodation if ed.

lications, stating age, qualifications, ex- ce and position with regard to National e, must be received by the undersigned not han first post on the 2nd July, 1945, together he names and addresses of two persons to reference may be made.

N. F. E. BROWNING,
ncil Offices, Clerk of the Council.
East Hill, Tenterden, Kent.

MUNICIPAL COUNCIL OF NAIROBI (KENYA COLONY).

Appointment of Assistant Town Clerk.

The Municipal Council of Nairobi, in the Colony of Kenya, invites applications for the appointment of an Assistant Town Clerk.

Candidates must be British subjects between the ages of 30 and 40, and must have had previous experience in local government administration in a Town Clerk's office in a borough or municipality in Great Britain or South Africa.

Preference will be given to a candidate who is a Barrister or a Solicitor.

The salary attached to the post is £600, rising by annual increments of £30 to £920 per annum, but a candidate with special qualifications or experience may be allowed to enter the scale at an appropriate point higher than the initial salary.

The appointment will be for a period of four years in the first instance but subject to a probationary period of six months. After the probationary period the person appointed, if confirmed in the appointment, will be required to contribute 7½ per cent of his salary to the Municipal Provident Fund to which the Council will contribute a similar amount.

The person appointed will be entitled to six months' overseas leave on full pay with passage paid after each period of four years' service. Eighteen days' annual local leave is also granted.

Applications, stating age, experience and qualifications and accompanied by a recent photograph, medical certificate and certified copies (not originals) of testimonials, should be addressed to the undersigned.

W. W. RIDOUT,
Town Hall, Nairobi, *Town Clerk.*
Kenya Colony. *7th February*, 1945.

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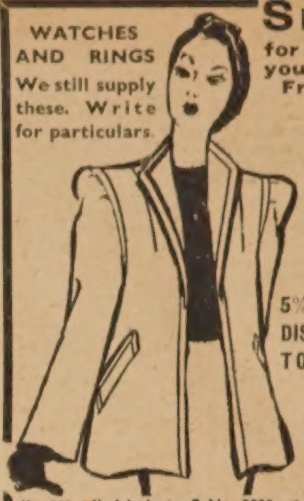

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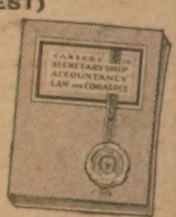

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